

SCHOOL DISTRICT  
OF PITTSBURGH

ADMINISTRATIVE  
REGULATION

PROHIBITION OF BULLYING AND HARASSMENT GUIDELINES

The Board prohibits all forms of bullying and harassment by students and against students.

Definitions

The below definitions are provided for reference in application of the District's policy prohibiting bullying and harassment:

Protection from **age** discrimination includes any person forty (40) years of age or older and shall also include any other person so protected by further amendment to the Federal Age Discrimination in Employment Act.

**Gender** means male or female, and includes the gender of a person as perceived, presumed or assumed by others. Gender includes gender identity or expression, which means self-perception, or perception by others whether accurate or not, as male or female, including a person's appearance, behavior, physical characteristics, that may be in accord with, or opposed to, one's physical anatomy, chromosomal sex, or sex assigned at birth.

**Sexual Orientation** means male or female homosexuality, heterosexuality and bisexuality, by preference, practice or as perceived by others, whether or not such perception is accurate.

**Handicap/disability** shall mean:

1. A physical or mental impairment which substantially limits one (1) or more of such person's major life activities; or
2. A record of such an impairment; or
3. Being regarded as having such an impairment, but such term does not include current, illegal use of or addiction to a controlled substance, as defined by Section 102 of the Controlled Substances Act (Public Law 91-513, 21 USC § 802).

Compliance Officer for Student Bullying and Harassment

The Superintendent has appointed the following individual as the District's Compliance Officer for Student Bullying and Harassment:

John O'Connell, Director of Student Support  
Compliance Officer for Bullying & Harassment  
Office of Student Support Services  
341 S. Bellefield Avenue, Room 440  
Pittsburgh, PA 15213

Phone: (412)529-3918

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### Safe Schools Act Reporting Requirements

The administration shall annually provide the following information with the Safe Schools Report:

1. The Board's Prohibition of Bullying/Harassment Policy
2. Report of bullying incidents
3. Information on the development and implementation of any bullying prevention, intervention or education programs.

### Annual Notification and Posting of Policy Prohibiting Bullying and Harassment

A copy of the District's policy prohibiting bullying and harassment shall:

1. Be included in the Code of Student Conduct.
2. Be disseminated to parents/guardians annually. Be accessible in every classroom and posted in a prominent location within each school.
3. Be posted on the District's website.

### Education

Schools may develop and implement bullying/harassment prevention and intervention programs. Such programs shall provide staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying/harassment.

### Consequences/Interventions

A student who violates the District's policy prohibiting bullying and harassment will be subject to intervention or discipline consistent with the Code of Student Conduct. Such intervention or discipline may include counseling, parent/guardian conference, detention, suspension, transfer or expulsion. Incidents of bullying may be referred to law enforcement and reported to Children, Youth and Families as an incident of child abuse. Student discipline shall be progressive (i.e., only increasing in severity after less severe disciplinary measures have been tried and have proven unsuccessful in deterring the conduct). Incidents of alleged bullying and harassment must be noted in RTI under the Student Misconduct section with a description that briefly captures the nature of the incident, even if the incident did not result in formal discipline or the filing of a complaint.

Any student who is the alleged victim of bullying/harassment and students who are alleged perpetrators of such bullying/harassment shall be referred to the school's Student Assistance Program (SAP).