

Series 5000 - Students

AR 5131.2

| TITLE: Bullying | |
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| Approved by: <u>Rob Gregor</u> <i>Rob Gregor, Superintendent of Schools</i> | Series: Students Version: 1 Effective Date: 11/8/2023 Previous Policy Date: New Revised By: Committee Policy Number: AR 5131.2 |
| Approved by: <u>Marjorie Renicker</u> <i>Marjorie Renicker, Board President</i> | |

Examples of Prohibited Conduct

Bullying is an aggressive behavior that involves a real or perceived imbalance of power between individuals with the intent to cause emotional or physical harm. Bullying can be physical, verbal, or social/relational and may involve a single severe act or repetition or potential repetition of a deliberate act. Bullying includes, but is not limited to, any act described in Education Code 48900(r).

Cyberbullying includes the electronic creation or transmission of harassing communications, direct threats, or other harmful texts, sounds, or images. Cyberbullying also includes breaking into another person's electronic account or assuming that person's online identity in order to damage that person's reputation.

Examples of the types of conduct that may constitute bullying and are prohibited by the county office of education include, but are not limited to:

1. Physical bullying: An act that inflicts harm upon a person's body or possessions, such as hitting, kicking, pinching, spitting, tripping, pushing, taking or breaking someone's possessions, or making cruel or rude hand gestures
2. Verbal bullying: An act that includes saying or writing hurtful things, such as teasing, name-calling, inappropriate sexual comments, taunting, or threats to cause harm
3. Social/relational bullying: An act that harms a person's reputation or relationships, such as leaving a person out of an activity on purpose, influencing others not to be friends with someone, spreading rumors, or embarrassing someone in public
4. Cyberbullying: An act such as sending demeaning or hateful text messages or emails, spreading rumors by email or by posting on social networking sites, or posting or sharing embarrassing photos, videos, web site, or fake profiles

Measures to Prevent Bullying

The Superintendent or designee shall implement measures to prevent bullying in county office of education schools, including, but not limited to, the following:

1. Ensuring that each school establishes clear rules for student conduct and implements strategies to promote a positive, collaborative school climate
2. Providing information to students, through student handbooks, county office of education web sites and social media, and other age-appropriate means, about county office of education rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for engaging in bullying
3. Encouraging students to notify school staff when they are being bullied or when they suspect that another student is being bullied, and providing means by which students may report threats or incidents confidentially and anonymously
4. Conducting an assessment of bullying incidents at each school and, if necessary, increasing supervision and security in areas where bullying most often occurs, such as playgrounds, hallways, restrooms, and cafeterias
5. Annually notifying county office of education employees that, pursuant to Education Code 234.1, any school staff who witnesses an act of bullying against a student has a responsibility to immediately intervene to stop the incident when it is safe to do so

Staff Development

The Superintendent or designee shall annually make available to all certificated staff and to other employees who have regular interaction with students the California Department of Education (CDE) online training module on the dynamics of bullying and cyberbullying, including the identification of bullying and cyberbullying and the implementation of strategies to address bullying. (Education Code 32283.5)

The Superintendent or designee shall provide training to teachers and other school staff to raise their awareness about the legal obligation of the county office of education and its employees to prevent discrimination, harassment, intimidation, and bullying of county office of education students. Such training shall be designed to provide staff with the skills to:

1. Discuss the diversity of the student body and school community, including their varying immigration experiences
2. Discuss bullying prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims
3. Identify the signs of bullying or harassing behavior
4. Take immediate corrective action when bullying is observed

5. Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior

Information and Resources

The Superintendent or designee shall post on the county office of education's web site, in a prominent location and in a manner that is easily accessible to students and parents/guardians, information on bullying and harassment prevention which includes the following: (Education Code 234.6)

1. The county's policy on student suicide prevention, including a reference to the policy's age appropriateness for students in grades K-6
2. The definition of sex discrimination and harassment as described in Education Code 230, including the rights set forth in Education Code 221.8
3. Title IX information included on the county's web site pursuant to Education Code 221.61, and a link to the Title IX information included on CDE's web site pursuant to Education Code 221.6
4. County office of education policies on student sexual harassment, prevention and response to hate violence, discrimination, harassment, intimidation, bullying, and cyberbullying
5. A section on social media bullying that includes all of the references described in Education Code 234.6 as possible forums for social media
6. A link to statewide resources, including community-based organizations, compiled by CDE pursuant to Education Code 234.5.
7. Any additional information the Superintendent or designee deems important for preventing bullying and harassment

Student Instruction

As appropriate, the county office of education shall provide students with instruction, in the classroom or other educational settings, that promotes social-emotional learning, effective communication and conflict resolution skills, character development, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior.

The county office of education shall also educate students about the negative impact of bullying, discrimination, intimidation, and harassment based on actual or perceived immigration status, religious beliefs and customs, or any other individual bias or prejudice.

Students should be taught the difference between appropriate and inappropriate behaviors, how

to advocate for themselves, how to help another student who is being bullied, and when to seek assistance from a trusted adult. As role models for students, staff shall be expected to demonstrate effective problem-solving and anger management skills.

To discourage cyberbullying, teachers may advise students to be cautious about sharing passwords, personal data, or private photos online and to consider the consequences of making negative comments about others online.

Reporting and Filing of Complaints

Any student, parent/guardian, or other individual who believes that a student has been subjected to bullying or who has witnessed bullying may report the incident to a teacher, the principal, a compliance officer, or any other available school employee.

When a report of bullying is submitted, the principal or a county office of education compliance officer shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with AR 1312.3 - Uniform Complaint Procedures. The student who is the alleged victim of the bullying shall be given an opportunity to describe the incident, identify witnesses who may have relevant information, and provide other evidence of bullying.

Within one business day of receiving such a report, a staff member shall notify the principal of the report, whether or not a uniform complaint is filed. In addition, any school employee who observes an incident of bullying involving a student shall, within one business day, report such observation to the principal or a county office of education compliance officer, whether or not the alleged victim files a complaint.

Within two business days of receiving a report of bullying, the principal shall notify the district compliance officer identified in AR 1312.3.

When the circumstances involve cyberbullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated. When a student uses a social networking site or service to bully or harass another student, the Superintendent or designee may file a request with the networking site or service to suspend the privileges of the student and to have the material removed.

Discipline/Corrective Actions

Corrective actions for a student who commits an act of bullying of any type may include counseling, behavioral intervention and education, and, if the behavior is severe or pervasive as defined in Education Code 48900, may include suspension or expulsion in accordance with county office of education policies and regulations.

When appropriate based on the severity or pervasiveness of the bullying, the Superintendent or designee shall notify the parents/guardians of victims and perpetrators and may contact law

enforcement.

Support Services

The Superintendent, principal, or principal's designee may refer a victim, witness, perpetrator, or other student affected by an act of bullying to a school counselor, school psychologist, social worker, child welfare attendance personnel, school nurse, or other school support service personnel for case management, counseling, and/or participation in a restorative justice program as appropriate. (Education Code 48900.9)

If any student involved in bullying exhibits warning signs of suicidal thought or intention or of intent to harm another person, the Superintendent or designee shall, as appropriate, implement county office of education intervention protocols which may include, but are not limited to, referral to county or community mental health services, other health professionals, and/or law enforcement.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

| Federal | Description |
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| 28 CFR 35.107 | Designation of responsible employee and adoption of grievance procedures |
| 34 CFR 104.7 | Designation of responsible employee for Section 504 |
| 34 CFR 106.8 | Designation of responsible employee and adoption of grievance procedures |
| 34 CFR 110.25 | Prohibition of discrimination based on age |
| 47 USC 254 | Universal service discounts (E-rate) |
| Management Resources | Description |
| CA Office of the Attorney General Publication | Promoting Safe & Secure Learning Environment for All: Guidance & Model Policies to Assist CA K-12 Schools in Responding to Immigration Issues, 4/2018 |
| California Department of Education Publication | Social and Emotional Learning in California: A Guide to Resources, 2018 |
| California Department of Education Publication | Health Education Content Standards for California Public Schools: Kindergarten Through Grade Twelve, 2008 |
| California Department of Education Publication | California's Social and Emotional Learning: Guiding Principles, 2018 |
| California Department of Education Publication | Bullying Module |
| California Department of Education Publication | Bullying at School, 2003 |
| Court Decision | Wynar v. Douglas County School District, (2013) 728 F.3d 1062 |
| Court Decision | Lavine v. Blaine School District, (2002) 279 F.3d 719 |
| Court Decision | J.C. v. Beverly Hills Unified School District, (2010) 711 F.Supp.2d 1094 |
| CSBA Publication | Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011 |
| CSBA Publication | Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014 |

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| CSBA Publication | Final Guidance: AB 1266, Transgender and Gender Nonconforming Students, Privacy, Programs, Activities & Facilities, Legal Guidance, March 2014 |
| CSBA Publication | Cyberbullying: Policy Considerations for Boards, Policy Brief, rev. July 2010 |
| CSBA Publication | Building Healthy Communities: A School Leaders Guide to Collaboration and Community Engagement, 2009 |
| CSBA Publication | Addressing the Conditions of Children: Focus on Bullying, Governance Brief, December 2012 |
| U.S. DOE Office for Civil Rights Publication | Guidance to America's Schools: Bullying of Students with Disabilities, October 2014 |
| U.S. DOE Office for Civil Rights Publication | Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014 |
| U.S. DOE Office for Civil Rights Publication | Dear Colleague Letter: Guidance on Schools' Obligations to Protect Students from Student-on-Student Harassment on Basis of Sex, Race, Color, Oct 2010 |
| U.S. DOE, Office for Civil Rights Publication | Dear Colleague Letter: Harassment and Bullying, October 2010 |
| Website | U.S. Department of Education |
| Website | Partnership for Children and Youth |
| Website | National School Safety Center |
| Website | CSBA |
| Website | Common Sense Media |
| Website | Collaborative for Academic Social and Emotional Learning |
| Website | Center on Great Teachers and Leaders |
| Website | California Office of the Attorney General |
| Website | California Department of Education, Safe Schools |
| State | Description |
| 254 | Universal service discounts (e-rate) |
| 5 CCR 4600-4670 | Uniform complaint procedures |
| Ed. Code 200-262.4 | Educational equity; prohibition of discrimination on the basis of sex |
| Ed. Code 32282 | School safety plans |
| Ed. Code 35181 | Governing board policy on responsibilities of students |
| Ed. Code 35291-35291.5 | Rules |
| Ed. Code 46600 | Student transfers |
| Ed. Code 48900-48925 | Suspension and expulsion |
| Ed. Code 48985 | Notices to parents in language other than English |
| Ed. Code 52060-52077 | Local control and accountability plan |
| Pen. Code 422.55 | Definition of hate crime |
| Pen. Code 647 | Use of camera or other instrument to invade person's privacy; misdemeanor |
| Pen. Code 647.7 | Use of camera or other instrument to invade person's privacy; punishment |
| Pen. Code 653.2 | Electronic communication devices, threats to safety |

Cross References

| Code | Description |
|-------------|---|
| 0460 | Local Control And Accountability Plan |
| 0460 | Local Control And Accountability Plan |
| 5141.52 | Suicide Prevention |
| 5141.52 | Suicide Prevention |
| 5145.3 | Nondiscrimination/Harassment |
| 5145.3 | Nondiscrimination/Harassment |
| 5145.7 | Sexual Harassment |
| 5145.7 | Sexual Harassment |
| 5145.7-E(1) | Sexual Harassment |

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