



## KELLER INDEPENDENT SCHOOL DISTRICT

Keller ISD will **educate** students to achieve, **inspire** them to dream, and **challenge** them to grow, so that they are prepared to be productive members of the community in which they learn, live, and work.

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To all students, parents/guardians, staff, and the community of Keller ISD,

Keller ISD is committed to providing a safe and nurturing learning environment for all of its students. As bullying and harassment continues to be an issue of concern across our country and within our schools, Keller ISD must take intentional efforts to both educate and protect our students, parents, staff, and community. **We do not tolerate bullying and harassment**, and we need your help with identifying and stopping that behavior.

### What is bullying?

"Bullying" means engaging in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that:

1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or
2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

This conduct is considered bullying if it:

1. Exploits an imbalance of power between the student perpetrator and the student victim through written or verbal expression or physical conduct; and
2. Interferes with a student's education or substantially disrupts the operation of a school.

For more information on bullying, please see Keller ISD policy [FFI\(Legal\)](#) and [FFI\(Local\)](#). Keller ISD is committed to holding our employees, volunteers, and parents to these same anti-bullying standards.

### What is harassment?

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student's race, color, religion, gender, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Prohibited harassment includes dating violence. For more information on harassment and examples of harassment, please see Keller ISD policy [FFH\(Legal\)](#) and [FFH\(Local\)](#). Keller ISD is committed to holding our employees, volunteers, and parents to these same anti-harassment standards.

### Where can I get help?

Any student or parent who believes that the student or another student has experienced bullying/harassment or that a student has engaged in bullying/harassment is encouraged to immediately report the incident. Keller ISD expects and encourages any student who believes that he or she has been subjected to harassment based on sex, including gender-based harassment, to report the harassment to the District.

To obtain assistance and intervention, any student who believes that he or she has experienced bullying/harassment or believes that another student has experienced bullying/harassment should immediately report the alleged acts to a teacher, counselor, principal, or other District employee. Students in grades 5-8 and employees may also use the *Talk About It* online reporting system to make trusted adults aware of bullying or harassment.

Reports of discrimination based on sex, including sexual harassment, may be directed to the Title IX coordinator. The District designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended:

Name: Sheri Rich  
Position: Director of Human Resources – Benefits  
Address: 350 Keller Parkway, Keller, TX 76248  
Telephone: 817-744-1000

Reports of discrimination based on disability may be directed to the ADA/Section 504 coordinator. The District designates the following person to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, as amended:

Name: Leigh Cook  
Position: Director of State and Federal Programs  
Address: 350 Keller Parkway, Keller, TX 76248  
Telephone: 817-744-1000

The Superintendent serves as coordinator for purposes of District compliance with all other antidiscrimination laws.

### What happens after a report is made?

The District is committed to conducting a prompt, thorough, and fair investigation of all allegations of bullying and harassment.

- Once a report is made, the campus will notify the guardians of both the alleged victim and the alleged perpetrator.

- The principal or designees will promptly take interim action calculated to prevent bullying during the course of the investigation, if appropriate.
- An investigation into the matter will start quickly and every effort will be made to complete its investigation within 10 school days.
- Witnesses will be interviewed and any other evidence will be reviewed.
- Once all of the information is gathered, the campus administration will make determinations as to whether or not the conduct at issue (1) occurred and (2) constitutes bullying or harassment.
- Guardians of both the alleged victim and alleged perpetrator will be notified of the campus's findings. Parental notification is limited to each guardian's own child per federal confidentiality laws.

The District is committed to tracking and monitoring all instances of bullying and harassment to ensure we are handling these matters effectively.

### What happens to people who bully or harass?

Students and/or employees found to have engaged in acts of bullying or harassment will be promptly disciplined, with such discipline to include, if the circumstances warrant, suspension and expulsion for students and termination of employment for employees. Be aware that federal and state confidentiality laws limit the information that can be shared with parents regarding disciplinary outcomes for students and/or employees.

### What if speaking up makes it worse?

The District prohibits any retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation. If you have made a report or participated in an investigation and feel as if you are being retaliated against, please immediately report the behavior to the individuals identified above.

### Where can I learn more?

Keller ISD has set up an online resource page to assist our community with learning about bullying and harassment and how to prevent it. Please visit the site at [www.KellerISD.net/AntiBullying](http://www.KellerISD.net/AntiBullying). Training and lessons with our students and staff regarding identifying and preventing bullying and harassment will be conducted yearly.

It is imperative that we, as the Keller ISD community, work together to prevent acts of bullying, discrimination, and harassment of any kind. It is up to our students, parents, and employees to assist us with identifying and preventing this destructive behavior. We appreciate your ongoing support and commitment to the students of Keller ISD. Together we can be exceptional.

Dr. Tracy Johnson, Keller ISD Superintendent, and the Keller ISD Board of Trustees