

A. W. BEATTIE CAREER CENTER

SECTION: PUPILS
 TITLE: BULLYING
 ADOPTED: August 23, 2007
 APPROVED: September 27, 2007
 REVISED: August 21, 2008
 APPROVED: September 25, 2008
 REVISED: April 26, 2011
 APPROVED: May 26, 2011
 REVISED & APPROVED: May 23, 2013
 REVISED & APPROVED: May 28, 2015
 REVISED: May 26, 2016
 APPROVED: June 23, 2016
 REVIEWED & APPROVED: August 16, 2018
 REVIEWED & APPROVED: May 28, 2020
 REVISED & APPROVED: May 25, 2023
 REVIEWED & APPROVED: March 27, 2025

249 BULLYING	
1. Purpose	The A. W. Beattie Career Center Joint Operating Committee recognizes that bullying and intimidation have a negative effect on school climate. Students who are bullied, intimidated or fearful of other students may not be able to take full advantage of the educational opportunities offered by A. W. Beattie Career Center. Bullying of a student by another student is strictly prohibited on school property, in school buildings, on school buses and at school-sponsored events and/or activities whether occurring on or off campus.
2. Definitions	Bullying is when unwanted aggressive behavior(s) by another youth or group of youths that involves an observed or perceived imbalance of power is repeated multiple times or is highly likely to be repeated. Bullying may inflict or distress the targeted youth with and including physical, psychological, social, or educational harm. Bullying has the intent and effect of: - Reducing the dignity of that individual with respect to race, color, creed, religion, national origin, gender identity, gender expression, age or disability. - Physically, emotionally or mentally harming a student. - Placing a student in reasonable fear of damage to or loss of a student's personal property. - Placing a student in reasonable fear of physical or emotional harm. - Placing a student in emotional unrest by spreading rumors, manipulating social relationships or environment, engaging in social exclusion, extortion, intimidation or ridicule. - Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities.

3. Authority School Code 24 P.S. 13-1303.1A	g. Creating verbal statement(s) or written remark(s) that are taunting, malicious, threatening or sexual. Bullying, as defined in this policy, shall include cyber-bullying. Cyber-bullying is a form of verbal and psychological bullying that may occur on the internet through means including but not limited to email, social media, instant messaging or personal profile web sites. The term Bullying shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct. A. W. Beattie Career Center will not tolerate known acts of Bullying occurring on school property, at school-sponsored activities scheduled on or off school grounds or during the time students necessarily spend traveling to and from school or school-sponsored activities.
4. Delegation of Responsibility	It shall be the responsibility of staff members who observe or become aware of an act of Bullying to take immediate appropriate steps to intervene. If a staff member believes that his/her intervention has not resolved the matter, or if the Bullying persists, he/she shall report the Bullying to the administration for further investigation. The Director or designee shall develop and maintain administrative regulations to implement this policy. The Director or designee shall ensure that this policy and Administrative regulations are reviewed annually with students. The Director or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Joint Operating Committee. School administration shall annually provide the following information with the Safe School Report: 1. Joint Operating Committee's Bullying Policy. 2. Report of bullying incidents. 3. Information on the development and implementation of any bullying prevention, intervention or education programs.
5. Guidelines	Inclusion in Code of Student Conduct and Annual Review/Posting. The Code of Student Conduct shall contain this policy and be disseminated annually. This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on A. W. Beattie's website. <u>Student, Parent/Guardian and Employee Reporting</u> A. W. Beattie Career Center encourages all students and parents/guardians who become aware of any act of Bullying to immediately report that conduct. Students may report acts of Bullying to their teachers, administration or other school employees.

Investigation Procedures

The Joint Operating Committee directs that complaints of Bullying shall be promptly investigated and corrective action shall be taken when allegations are verified. Each administrator or designee is authorized to investigate reports of Bullying brought to their attention by students, parents/guardians, school employees or bus drivers. Any investigation of a report may include meetings with students, parents/guardians or employees, a review of student records and other reasonable efforts to understand the facts surrounding a reported incident. Confidentiality of all parties shall be maintained, consistent with A. W. Beattie's legal and investigative obligations.

Consequences/Discipline

Students who violate this policy will be subject to discipline consistent with the Code of Student Conduct. Consequences for students who are found to have bullied others may include counseling, Student Assistance Program (SAP) referral, a parent/guardian conference, detention, suspension, expulsion, a loss of school privileges and/or exclusion from school-sponsored activities as defined in the Student Discipline Policy. Depending upon the severity of a particular situation, the administrator may also take the appropriate steps to ensure students' safety. Such steps may include separating and supervising the students involved, providing employee support for students as needed, reporting incidents to law enforcement, if appropriate, and the implementation of a safety plan and/or a supervision plan with parents/guardians.

Interplay With Other School District Policies

Nothing in this policy shall prevent school employees from enforcing, imposing discipline or fulfilling their professional responsibilities under other school district policies or student disciplinary rules.

This policy shall not be interpreted as preventing a student or parent/guardian from filing a complaint under the school's harassment policy (#248).

Reprisal

No reprisals or retaliation shall occur as a result of good faith reports of Bullying. Any student who retaliates against another student for reporting Bullying or for assisting or testifying in the investigation or hearing will be subject to a disciplinary consequence under the Student Discipline Policy.

References:

School Code - 24 P.S. Sec. 1302-A, 1303.1-A

State Board of Education Regulations - 22 PA Code Sec. 12.3

Board Policy - 000, 218, 233, 236, 248, 815

A.W. BEATTIE CAREER CENTER

(Check box for appropriate reporting)

BULLYING ☐ HARASSMENT ☐ HAZING ☐ THREATS ☐

All Reports require the signature of the Executive Director

COMPLAINANT _____

RELATIONSHIP TO AWBCC: ☐ EMPLOYEE ☐ STUDENT ☐ VOLUNTEER

OTHER _____

SPECIFY _____

DEPARTMENT/SCHOOL _____

HOME ADDRESS: _____

WORK ADDRESS: _____

HOME PHONE: _____

WORK PHONE: _____

DATE OF ALLEGED INCIDENT(S) _____

NAME OF PERSON YOU BELIEVE HARASSED YOU _____

LIST ANY WITNESSES WHO WERE PRESENT: _____

WHERE DID THE INCIDENT(S) OCCUR? _____

DESCRIBE THE INCIDENT(S) AS CLEARLY AS POSSIBLE, INCLUDING SUCH THINGS AS: ANY VERBAL STATEMENTS (I.E. THREATS, REQUESTS, DEMANDS, ETC.); WHAT, IF ANY, PHYSICAL CONTACT WAS INVOLVED; ETC. (ATTACH ADDITIONAL PAGES IF NECESSARY)

I HEREBY CERTIFY THAT THE INFORMATION I HAVE PROVIDED IN THIS COMPLAINT IS TRUE, CORRECT AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

COMPLAINANT SIGNATURE _____

DATE _____

PARENT SIGNATURE IF STUDENT IS CONSIDERED A MINOR _____

DATE _____

INTERVIEWED BY _____

DATE _____

RECEIVED BY EXECUTIVE DIRECTOR _____

DATE _____