AR-5131.43 (a)

HARASSMENT, INTIMIDATION, AND BULLYING

It shall be a violation for any person to bully another person or for a staff member or volunteer to knowingly tolerate or ignore behavior that is prohibited by BP 5131.43.

For the purpose of the accompanying policy and these regulations, *staff members* include school employees, school board members, agents, contractors or other persons subject to the supervision and control of the school district.

SANCTIONS FOR BULLYING

Appropriate sanctions will be taken against individuals who commit acts of bullying or other acts in violation of the accompanying policy and these regulations. For students, the sanctions must be appropriate to the seriousness of the incident and may include discipline, up to and including expulsion in accordance with state law, district policy, administrative regulation, and student handbooks. For employees, sanctions may include discipline, up to and including termination, in accordance with state law, district policy, administrative regulations, collective bargaining agreements, and applicable codes of ethics. Other individuals will be subject to sanctions appropriate to their status or relationship with the school district.

REPORTING PROCEDURE

1. Any person who believes he or she has been the victim of bullying should report the alleged act to the person's school principal, or to the principal who has supervisory authority over the alleged perpetrator or the property where the incident took place. If a person is more comfortable reporting to a person other than the principal described above, the person may contact any district administrator. The principal or other district representative will accept anonymous reports, but formal disciplinary action may not be taken without corroborating evidence.

2. Any student, staff member or volunteer who witnesses bullying, receives a report of bullying or has reliable information that a student has been subject to bullying shall immediately report the incident to the student's principal for prompt investigation. Staff members who witness bullying, receive a report of bullying or have reliable information that a student has been subject to bullying shall act immediately to protect the alleged victim, if necessary.

3. Upon receipt of a report of bullying, the principal or designee shall forward a timely written report of the incident and his or her response to the Superintendent.

HARASSMENT, INTIMIDATION, AND BULLYING

4. In all cases where the principal concludes that a report of alleged bullying is reliable and may lead to discipline, the principal or designee shall by telephone or in writing notify the parent or guardian of the students allegedly involved in the incident. The notice shall advise each of the individuals involved of their due process rights. The principal or designee shall maintain a written record of all telephonic notifications of bullying incidents.

INVESTIGATION AND CORRECTIVE ACTION

1. The site administrator or designee shall promptly and thoroughly investigate all alleged acts of bullying.

2. All persons involved in an alleged act of bullying shall be advised by the principal of their due process rights.

3. At the conclusion of the investigation, the principal shall take appropriate disciplinary action to end any bullying and prevent its recurrence. The principal shall act in accordance with state law, district policy, administrative regulations, the student handbook, collective bargaining agreements, and applicable codes of ethics in disciplining the offending party or parties.

4. Incidents of bullying that involve criminal activity shall be reported to law enforcement.

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