

Urban Academy

Policy and Procedure:

BULLYING PROHIBITION

Policy No.: 03.17

Originate: August 2007

Revised: December 2021

Adopted:

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I. PURPOSE

A safe and civil environment is necessary for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment. The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, it is the school district's intent to prevent bullying and to take action to investigate, respond, remediate, and discipline those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, and other similar disruptive behavior in accordance with MN Statute 121A.031 and the Safe and Supportive Schools Act.

II. GENERAL STATEMENT

- A. An act of bullying, by either an individual student, a group of students, or of an employee, is expressly prohibited on school district property or at school-related functions. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. The misuse of technology including, but not limited to, teasing, intimidating, defaming, threatening, or terrorizing another student, teacher, administrator, volunteer, contractor, or other employee of the school district by sending or posting e-mail messages, instant messages, text messages, digital pictures or images, or Web site postings, including blogs, also may constitute an act of bullying regardless of whether such acts are committed on or off school district property and/or with or without the use of school district resources.
- B. No administrator, teacher, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate bullying. All school employees who know of or suspect bullying "to make reasonable efforts to address and resolve the prohibited conduct."
- C. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited. The school district will discipline or take appropriate action against any student,

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administrator, teacher, volunteer, contractor, or other employee of the district who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying. Retaliation includes, but is not limited to, any form of intimations, harassment, or intentional disparate treatment.

- D. False accusations or reports of bullying against another student are prohibited.
- E. Consequences for students who commit prohibited acts of bullying may range from positive behavioral interventions up to and including suspension and/or expulsion. Consequences for employees who permit, condone, or tolerate bullying or engaged in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.
- F. The school district will act to investigate all complaints of bullying and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. SCHOOL DISTRICT ACTION

1. Any complaint or report of bullying will be reported to the Behavior Specialist, he/she will then notify administration and the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district within three school days.
2. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable to law.
3. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to positive behavioral intervention, warning, suspension, exclusion, expulsion, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. The alleged bully will have an opportunity to present his or her defense.
4. School district action taken for violation of this policy will be consistent with the

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requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act (Minn. Stat. 121A.40 – 121A.56); school district policies; and regulations and the Safe and Supportive Schools Act (HF826/SF783).

5. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a students or employee of the school district. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report.

IV. NOTICE

The school district will give notice of this policy to student, parent, and staff. This policy will appear in student handbook.