

## Prohibition of Harassment, Intimidation, and Bullying

Odessa School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

### **What do we do to address bullying?**

- **Teach/inform students:** Students are given age-appropriate information about bullying, prevention strategies, and ways to identify and report bullying. Each school displays information about how to report bullying, including the new reporting forms.
- **Staff training:** Staff receives annual training on the school district's policy and procedures, including staff roles and responsibilities, how to monitor common areas, and the use of the District's incident reporting forms.
- **School Compliance Officer:** Each school has a designated compliance officer to oversee the implementation of anti-harassment policies and procedures. Contact your school office for more information.

**District Compliance Officer:** Cori Kane, [kanec@odessasd.org](mailto:kanec@odessasd.org)

### **What can you do to report bullying?**

You can report bullying to any school staff member or the District Compliance Officer. Reports can be filed anonymously. Each school office has reporting forms. They are also available on the Odessa School District website.

### **What happens after bullying is reported?**

Each situation is different. Sometimes a report can be followed by quick intervention and resolution. These situations typically do not meet the definition of bullying

When an incident or series of incidents, as described in district procedure 3207, our HIB facilitator conducts an investigation and follows a specific timeline described in the procedures. The investigation includes interviews and notification of parents of both the alleged aggressor and the targeted student. If the outcome of the investigation indicates that bullying has occurred, consequences may be assigned and a plan is developed which includes a plan for follow-up. On completion of the investigation and the plan, a report form is forwarded to the District Compliance Officer.

The following procedure and policy are in place to help ensure that students are not harassed, intimidated, or bullied in the school community, at school-sponsored events, or when such actions create a substantial disruption of the educational process.

### **Policy and procedure highlight the following:**

1. Definition of harassment, intimidation and bullying.
  2. Reporting process for harassment, intimidation or bullying.
  3. Investigation process regarding harassment, intimidation or bullying.
  4. Discipline/Corrective Action – Aggressor.
  5. Support for the targeted student.
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