

1 **Board Policies**

Blair-Taylor School District

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4 **Series: 400**
5 **Section: 440**
6 **Policy #: 447.2**

STUDENTS
STUDENT RIGHTS AND RESPONSIBILITIES
BULLYING

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10 **Introduction**

11 The Blair-Taylor School District strives to provide a safe, secure and respectful learning
12 environment for all students, staff and others in school buildings, on school grounds, on school
13 buses and at school-sponsored activities. Bullying has a harmful social, physical, psychological
14 and academic impact on bullies, victims and bystanders. The school district consistently and
15 vigorously addresses bullying so that there is no disruption to the learning environment, learning
16 process, and school climate.

17 **Definition**

18 Bullying is deliberate or intentional behavior using words or actions, intended to cause fear,
19 intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power.
20 The behavior may be motivated by an actual or perceived distinguishing characteristic, such as,
21 but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual
22 orientation; physical attributes; physical or mental ability or disability; and social, economic or
23 family status.

24 Bullying behavior can be:

- 25 1. **Physical** (e.g. assault, hitting or punching, kicking, theft, threatening behavior)
- 26 2. **Verbal** (e.g. threatening or intimidating language, teasing or name-calling, racist
27 remarks)
- 28 3. **Indirect** (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and
29 sending insulting messages or pictures by mobile phone or using the internet – also
30 known as cyber bullying)

31 **Prohibition**

32 Bullying behavior is prohibited in all schools, buildings, property and educational environments,
33 including any property or vehicle owned, leased or used by the school district. This includes
34 public transportation regularly used by students to go to and from school. Educational
35 environments include, but are not limited to, every activity under school supervision.

36 **Procedure for Reporting/Retaliation**

37 All school staff members and school officials who observe or become aware of acts of bullying
38 are required to report these acts to the building principal. If the building principal is the bully it
39 should be reported to the superintendent.

40 Any other person, including a student who is either a victim of the bullying or is aware of the
41 bullying or any other concerned individual is encouraged to report the conduct to the building
42 principal.

43 Reports of bullying may be made verbally or in writing and may be made confidentially. All such
44 reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is
45 to be documented. A written record of the report, including all pertinent details, will be made by
46 the recipient of the report.

47 The school official receiving a report of bullying will immediately notify the school district
48 employee assigned to investigate the report. The following school district employees have been
49 identified as the investigator: Building principal.

50 There shall be no retaliation against individuals making such reports. Individuals engaging in
51 retaliatory behavior will be subject to disciplinary action.

52 **Procedure for investigating reports of bullying**

53 The person assigned by the district to conduct an investigation of the bullying report will, within
54 one school day, interview the person(s) who are the victim(s) of the bullying and collect whatever
55 other information is necessary to determine the facts and the seriousness of the report.

56 Parents and/or guardians of each pupil involved in the bullying will be notified prior to the
57 conclusion of the investigation. The district will maintain the confidentiality of the report and any
58 related pupil records to the extent required by law.

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60 **Sanctions and supports**

61 If it is determined that students/staff participated in bullying behavior or retaliated against anyone
62 due to the reporting of bullying behavior, the school district administration and school board may
63 take disciplinary action, including: suspension, expulsion and/or referral to law enforcement
64 officials for possible legal action as appropriate. School counselors will provide support for the
65 identified victim(s).

66 **Disclosure and Public Reporting**

67 The policy will be distributed annually to all students enrolled in the school district, their parents
68 and/or guardians and employees, and all current staff members. It will also be distributed to
69 organizations in the community having cooperative agreements with the schools. The school
70 district will also provide a copy of the policy to any person who requests it.

71 Records will be maintained on the number and types of reports made, and sanctions imposed for
72 incidents found to be in violation of the bullying policy.

73 An annual summary report shall be prepared and presented to the school board by the building
74 principal at the regular June board meeting. The report will include trends in bullying behavior
75 and recommendations on how to further reduce bullying behavior. The annual report will be
76 available to the public.

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78 **LEGAL REFERENCE: Wisconsin State Statute 118.46**

79 **First Reading: 07-19-10**

Adopted: 08-16-10

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81 **Clerk:** _____