

Board File: JICB

PREVENTION OF BULLYING

The Board of Education recognizes the negative impact that bullying has on student health, welfare, and safety and on the learning environment at school. Bullying, retaliation, and false accusations of bullying, as defined below, are prohibited on all District property, at District or school-sanctioned activities or events, when students are being transported in vehicles dispatched by the District or one of its schools, and off school property when such conduct has a nexus to school or any District curricular or non-curricular activity or event.

Definitions

“Bullying” means any written or oral expression, or physical or electronic act or gesture, including cyber-bullying, that meets all of the following characteristics:

- a. Is intentional, repeated or likely to be repeated, and marked by an imbalance of power, including physical, social, or socio-economic power; and
- b. Is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student; and
- c. Is sufficiently severe that it has the effect of:
 1. creating an intimidating, hostile, or significantly offensive environment for the learning or performance of school-sanctioned activities of any student; or
 2. unreasonably interfering with or disrupting the educational performance or participation in any other school-sanctioned activity of any student.

Bullying is not teasing, fights between students of equal power, or conflict. Bullying is prohibited against any student for any reason, including but not limited to behavior that is directed toward a student on the basis of their academic performance or any basis protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or the need for special education services, whether such characteristics are actual or perceived.

“Retaliation” is an act or communication intended as retribution against an individual who reports an act of bullying, or participates in an investigation regarding bullying behavior, that serves to have a chilling effect upon individuals to report bullying behavior or participate in an investigation regarding bullying behavior.

“False accusations” of bullying are those made knowingly by an individual with the purpose of causing harm to another individual and which are false.

As defined above, bullying, retaliation, and false accusations are prohibited.

Prevention and intervention

The superintendent shall develop measures to address bullying and bullying prevention aimed toward accomplishing the following goals:

- To send a clear message to students, staff, parents, and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
- To train staff in taking proactive steps to prevent bullying from occurring, which includes but is not limited to, training on responsive measures to bullying and bullying prevention, and how to recognize and intervene in bullying situations.
- To support students impacted by bullying through a layered continuum of supports.
- To designate a team of persons who advise the school administration on bullying and bullying prevention.
- To survey students' impressions of bullying behaviors in their school.

School staff should approach intervention measures in accordance with all appropriate policies based upon the type of transgression that occurs. Any harassing or discriminatory misconduct may be bullying, but if not, should be addressed consistent with the District's disciplinary and anti-harassment or anti-discrimination policies and guidance.

Reporting

Any person who believes that a student has been a victim of bullying and/or other behaviors prohibited by this policy, or who has witnessed such behaviors, is strongly encouraged to immediately report it to a school administrator, counselor, teacher, or other trusted staff member.

- Any District staff who have witnessed, learned about, or had an incident of bullying or other conduct prohibited by this policy reported to them, shall immediately take appropriate action to stop the bullying, as prescribed by the District and the building principal, and shall promptly forward the report(s) to the principal or principal's designee for appropriate action. Bullying on the basis of a classification protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or the need for special education services, shall be reported to the District's Compliance Office.
- Each building principal or principal's designee shall ensure that all reports involving student bullying in any such circumstance are promptly and thoroughly investigated, and that appropriate action is taken.

In determining the appropriate action to be taken in response to incidents of student bullying, the building principal or principal's designee shall consider existing policies and regulations that address the type of conduct that may be involved in bullying. Such policies and regulations include, but are not limited to, JBA, JI/JIA, JIC/JICDA, JICC, JICC-R-1, JICC-R-2, JICF, JICI, JIHA, JK, JKC, JKC-R, JKD/JKE, and JKD/JKE-R.

Investigating and responding

Procedures will be developed with the goal of immediate intervention and investigation in response to reports of bullying and/or other behaviors prohibited by this policy, including notification to parents/guardians of the results of bullying investigations.

Discipline

A student who engages in any act of bullying, retaliation, and/or other behaviors prohibited by this policy shall be subject to appropriate responsive measures that are available to school administrators under the student discipline code for the District. These may include, but are not limited to, classroom removal, suspension, expulsion, and/or referral to law enforcement authorities. Consistent with Board File: JK addressing Student Discipline, responsive student disciplinary measures shall consider the age and development of the student in framing the instruction in appropriate behavior and the consequences for misbehavior and includes consideration of repair of harm and restoring relationships and restorative practices to re-engage students in their learning community. The objectives of disciplining any student related to bullying misbehavior must be to instill self-discipline and socially acceptable behavior.

Implementation and Support

The Superintendent has the authority to develop a district policy to further implementation of this policy, including procedures with the goal of immediate intervention and investigation in response to reports of bullying and/or other behaviors prohibited by this policy, including notification to parents/guardians of the results of bullying investigations.

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LEGAL REF.:

C.R.S. 22-32-109.1

29 U.S.C. 794

20 U.S.C. 1401 *et seq.*

20 U.S.C. 1681-1688

CROSS REF:

AC, Nondiscrimination/Equal Opportunity

ADB, Educational Equity

JBA, Nondiscrimination/Non-harassment of Students

JBB, Nondiscrimination on the Basis of Disability

JBC, Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature

JK, Student Discipline

JDK-JKE Suspension/Expulsion of Students

Second Reading