

Current Policy in handbook

BULLYING/ HARASSMENT/ INTIMIDATION/ HAZING

Bullying (including cyber bullying), harassment, intimidation, or hazing, by students, staff, or third parties, is strictly prohibited and will not be tolerated. All complaints about behavior that may violate this policy shall be promptly investigated. Retaliation is prohibited against any person who reports or is thought to have reported a violation, files a complaint, or otherwise participates in an investigation or inquiry. Any retaliation shall be considered a serious violation of Board policy. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

This policy covers any act that substantially interferes with a student's educational benefits, opportunities, or performance, that takes place on or immediately adjacent to school grounds, at any school-sponsored activity, on school provided transportation, or at any official school bus stop, and that has the effect of:

Physically harming a student or damaging another student's property

Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property

Creating a hostile educational environment

Students whose behavior is found to be in violation of the policy will be subject to discipline up to and including expulsion. *The substantiation of a threat of deadly force may result in an immediate referral to the school board with a recommendation for expulsion.

BIGFORK ELEMENTARY SCHOOL STEPS OF RESPECT

A student is being bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more students.

- 1) We will treat all others with kindness and respect. We will not bully!
- 2) We will help others who are being bullied or treated poorly by others.
- 3) We will include and welcome all students.
- 4) We will report bullying behaviors to an adult and expect adults to intervene effectively.

Recommendation for new policy in handbook

Bigfork Elementary School Anti-Bullying, Harassment, Intimidation, Hazing Policy

Bigfork Elementary School is committed to each student's success in learning within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our school works to ensure that all students have the opportunity and support to develop to their fullest potential and share a personal and meaningful bond with people in the school community. Acts of bullying of students at Bigfork Elementary School is strictly prohibited. The school administration will promptly and fully investigate all acts of bullying. Students will have the right to attend a bully-free school, and Bigfork Elementary School will work diligently and collaboratively with all stakeholders in the community to prevent all types of bullying of Bigfork Elementary School students.

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Each student at Bigfork Elementary School has a right to:

- Learn in a safe and friendly environment
- Be treated with respect
- Receive the help and support of caring adults

Definition of Bullying

Bullying is a pattern of aggressive, intentional or deliberately hostile behavior that occurs repeatedly and has an imbalance of power. Bullying behaviors normally fall into three categories: physical, emotional, and verbal; and may include, but are not limited to, intimidation, assault; extortion; oral or written threats; teasing; exclusion; putdowns; name-calling; threatening looks; gestures, or actions; rumors; false accusations; hazing, social isolation, and cyber-bullying.

BULLYING IS:

- Intent to do harm
- Repeated over time
- Unfair numbers or imbalance of power

SCOPE

This policy covers any act that substantially interferes with a student's educational benefits, opportunities, or performance, that takes place on or immediately adjacent to school grounds, at any school-sponsored activity, on school provided transportation, or at any official school bus stop. This policy also pertains to usage of electronic technology and electronic communication that occurs in the school, on or off school property (if there is a substantial disruption at school), at school-sponsored functions and activities, on school buses or vehicles, at bus stops, and on school computers, networks, forums, and mailing lists.

PREVENTATIVE MEASURES

1. Student Instruction/Awareness

Bullying will not be tolerated and all acts of bullying are prohibited. Students will do the following to ensure that all acts of bullying never occur at Bigfork Middle School:

Student Rules about Bullying

- We will treat all others with kindness and respect. We will not bully!
- We will help others who are being bullied or treated poorly by others.
- We will include and welcome all students.
- We will report bullying behaviors to an adult and expect adults to intervene effectively.

2. Staff Awareness/Action

Staff at Bigfork Elementary School will engage in the following activities and actions in order to prevent bullying and maintain a safe environment for students:

- Closely supervise students in all areas of the school
- Monitor for signs of bullying
- Address bullying when it happens
- Model appropriate behavior for students
- Bigfork Elementary School will raise bullying awareness and create opportunities for response training to bullying for staff.

3. Student/Parent Action

Bigfork Elementary School encourages students and parents who become aware of an act of bullying to immediately report the incident(s) to a school administrator for further investigation. Students who retaliate against those who report bullying may also be subject to investigation and disciplinary action.

1. Reporting Requirements

- Staff, students, parents and others are required to report bullying
- The designated site administrator investigates the allegations

ANONYMOUS REPORTING

Bigfork Elementary School does not have a system for reporting bullying anonymously, however students and parents can ask to remain anonymous when giving a report to a teacher or school administrator and their wishes will be met within the constraints of the law.

RESPONSE PROCEDURES

- Designated site administrator will investigate all reports of bullying and determine if bullying occurs
- If the report meets the definition for bullying, the administrator will:
 - Create a safety plan for the targeted student
 - Create an action plan for the student who engaged in bullying behavior
 - Contact the parents/guardians of the students involved
- The safety and action plan are placed in each student's incident logs on PowerSchool.

INTERVENTIONS/CONSEQUENCES

Acts of bullying will be investigated by the site administration at Bigfork Elementary School in an efficient and timely manner. Consequences may include but are not limited to the following:

- Loss of privilege
- Parent conference
- Counseling
- Suspension
- Expulsion

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- Model appropriate behavior for students
- Bigfork Middle School will raise bullying awareness and create opportunities for response training to bullying for staff.

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1. Reporting Requirements

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- Parent conference
- Counseling
- Suspension
- Expulsion

Bigfork High School Anti-Bullying, Harassment, Intimidation, Hazing Policy

Bigfork High School is committed to each student's success in learning within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our school works to ensure that all students have the opportunity and support to develop to their fullest potential and share a personal and meaningful bond with people in the school community. Acts of bullying of students at Bigfork High School is strictly prohibited. The school administration will promptly and fully investigate all acts of bullying. Students will have the right to attend a bully-free school, and Bigfork High School will work diligently and collaboratively with all stakeholders in the community to prevent all types of bullying of Bigfork High School students.

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