

## Bullying Prohibition Policy

### A. The Definition of Bullying

- a. The definition of bullying has four parts:
  - i. Bullying is intimidating, threatening, abusive or hurtful conduct
  - ii. It is objectively offensive *and*
  - iii. The conduct involves an imbalance of power and is repeated *or*
  - iv. The conduct materially and substantially interferes with a student's education or ability to participate in school activities

This definition sets an easy, workable standard for defining bullying. Bullying falls into two categories:

1. Bad behavior that involves an imbalance of power and pattern, or,
2. Bad behavior that significantly affects a student's ability to participate in school, classes, or events.

The second part of the definition was an attempt to say that a single event may be so severe that it would be included in bullying. "Material and substantial interference" is a relatively high standard. The fact that someone is simply offended is insufficient to meet this standard. There must be some substantial interference with the student's educational opportunities or rights.

### B. Requirements for schools:

- a. Designate a primary contact person for bullying (the principal)
- b. Require employees to make reasonable efforts to address bullying when they see it or know about it
- c. Commence investigations within 3 days of receipt of a report
- d. Contact parents as appropriate
- e. Prohibit retaliation, identify school responses, and don't rely solely on anonymous reports
- f. Inform students and parents of their data practices rights

- C. "Cyberbullying" means bullying using technology or other electronic communication including but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists, or **off school premises to the extent that it substantially and materially disrupts student learning of the school environment.**