

The Board of Education is committed to providing a positive and productive learning and working environment. Bullying, hazing, harassment, intimidation, or menacing by students, staff or third parties, including parents or guardians, is strictly prohibited and shall not be tolerated in the district. The Board of Education hereby prohibits bullying in any form including through electronic means or cyberbullying while at school, on or utilizing school property, in a school vehicle or at a school-sponsored activity or event. The superintendent of schools shall propose, and the Board shall review and approve, a plan to address bullying while at school, on or utilizing school property, in school vehicles or vehicles of contracted transportation providers or at a school-sponsored activity or event. The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the Board.

For purposes of this policy:

A. Bullying means:

1. Any intentional gesture of any intentional written, verbal, electronic or physical act or threat either by any student, staff member or parent towards a student or by any student, staff member or parent towards a staff member that is sufficiently severe, persistent or pervasive that such gesture, act or threat creates an intimidating, threatening or abusive educational environment that a reasonable person, under the circumstances, knows or should know will have the effect of:
 - a. Harming a student or staff member, whether physically or mentally,;
 - b. Damaging a student's or staff member's property,
 - c. Placing a student or staff member in reasonable fear of harm to the student or staff member, or
 - d. Placing a student or staff member in reasonable fear of damage to student's or staff member's property;
2. Cyberbullying, which means bullying by use of any electronic communication device through means including, but not limited to, e- mail, instant messaging, text messages, blogs, mobile phones, pagers, online games and websites; or
3. Any other form of intimidation or harassment prohibited by the board of education.

B. Parent includes a guardian, custodian or other person with authority to act on behalf of the child.

Students whose behavior is found to be in violation of this policy will be subject to discipline, up to and including expulsion. Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including termination. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent, the superintendent's designee or the Board of Education.

Individuals who violate this policy may also be referred to law enforcement officials.