



Book	Policy Manual
Section	200 Pupils
Title	Bullying/Cyberbullying
Code	249
Status	Final Reading and Adoption
Adopted	October 20, 2008
Last Revised	October 19, 2020
Last Reviewed	November 15, 2021
Prior Revised Dates	3/18/2019

Purpose

The Board is committed to providing a safe, positive learning environment for District students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by District students.

Definitions

Bullying means an intentional electronic, written, verbal, or physical act or series of acts directed at another student or students, which occurs in a school setting or outside a school setting, that is severe, persistent, or pervasive and has the effect of doing any of the following:[\[1\]](#)

1. Substantially interfering with a student's education.
2. Creating a threatening environment.
3. Substantially disrupting the orderly operation of the school.

Bullying, as defined in this policy, includes cyberbullying.

Cyberbullying, as defined in this policy, includes, but is not limited to, bullying carried out by means of sending or posting inappropriate email messages, instant messages, text messages, pictures, images or other text by means of computers or electronic devices. Inappropriate or derogatory use of personal profiles on websites or other website postings, etc. (including blogs), is also considered cyberbullying. Teachers and employees may be victims of cyberbullying by students.

School setting means in the school, on school grounds, in school vehicles, at a designated bus stop, or at any activity sponsored, supervised, or sanctioned by the school.[\[1\]](#)

Authority

The Board prohibits all forms of bullying by District students and staff members, contracted individuals and vendors, and volunteers in the school.[\[1\]](#)

The Board encourages students and staff members to promptly report incidents of bullying to the building principal or designee.

The Board directs that complaints of bullying shall be investigated promptly and thoroughly, and corrective action shall be taken when allegations are verified.

The confidentiality of all parties, witnesses, allegations, filing of a complain, and the investigation shall be handled in accordance with applicable law, regulations, this policy, and the District's legal and investigative obligations.

Retaliation against complainants, witnesses, and participants in an investigation of allegations of bullying is specifically prohibited. Students and staff who retaliate against an individual in violation of this policy shall be subject to disciplinary action.

The Board directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under other Board policies.

The Board authorizes District administration to discipline individuals for acts or behavior reported as potential bullying, but that, after an investigation do not constitute bullying under this policy but do violate the Code of Student Conduct, or another District administrative regulation or policy.

When a student's behavior indicates a threat to the safety of the student, or other students, school employees, school facilities, the community, or others, district staff shall report the student to the threat assessment team, in accordance with applicable law and Board policy.[24 P.S. 1302-E][Pol. 236.1]

Title IX Sexual Harassment and Other Discrimination

Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of a bullying investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.[2]

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Board directs that each staff member shall be responsible to maintain an educational environment free of bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.[1]

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.[1]

District administration shall annually provide the following information with the District's Safe School Report:[1]

1. This policy 249;

2. A report of all bullying incidents occurring in the year since the submission of the previous year's Safe School Report; and
3. Information on the development and implementation of any bullying prevention, intervention, or education programs.

Guidelines

The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.[\[1\]](#)[\[3\]](#)[\[4\]](#)

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the District website.[\[1\]](#)

Investigation Procedures

A student or staff member shall report a complaint of bullying to teachers, counselors or building administrators/designee. Students are encouraged to use the District's report form, available from the building principal, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The building administrator/designee will investigate the alleged acts of bullying objectively, neutrally, and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.

Education

The District may develop and implement bullying prevention and intervention programs. Such programs shall provide District staff and students with appropriate training for effectively responding to, intervening in, and reporting incidents of bullying.[\[1\]](#)[\[5\]](#)[\[6\]](#)

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:[\[1\]](#)[\[4\]](#)[\[7\]](#)

1. Counseling within the school;
2. Parental conference;
3. Loss of school privileges;
4. Transfer to another school building, classroom, or school bus;
5. Counseling/Therapy outside of school;
6. Referral to law enforcement officials;
7. Exclusion from school-sponsored activities;
8. Detention;
9. Suspension; and
10. Expulsion.

Legal

1. 24 P.S. 1303.1-A

2. Pol. 103

3. 22 PA Code 12.3

4. Pol. 218

5. 24 P.S. 1302-A

6. Pol. 236.1

7. Pol. 233

20 U.S.C. 7118

Pol. 113.1