

Richfield Jt. School District No. 1
School Board Policy
Anti-Bullying

443.71

The Richfield Jt. School District No. 1 Board of Education supports an educational environment that is free of bullying. It is the policy of the District that its students, parents, employees, or volunteers will not engage in any form of bullying or intimidation toward other students, employees or volunteers.

“Bullying” means, among other things, striking, shoving, kicking, throwing objects at, or otherwise subjecting another person to physical contact or attempting or threatening to do the same; name calling; or engaging in a course of conduct or repeatedly committing acts of intimidation which cause discomfort to, or humiliate another person or which interfere with the recipient’s academic or job performance. “Intimidation” means to make timid or fearful, to frighten, or to compel or deter by or as if by threats. Behaviors characterized as bullying or intimidation may take place at school; during a school-sponsored activity; on school buses; or through the use of school equipment, the internet or social media in the case of “cyberbullying.” Cyberbullying is defined as bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles. Bullying or cyberbullying may take place in or out of the school environment, and at any time. Students who engage in any form of bullying or cyberbullying behavior at school or at a school-sponsored activity, will be subject to disciplinary action in accordance with Board policy. This action may include off campus behavior that causes substantial disruption to the educational environment. Consequences and sanctions for such actions, including retaliating against someone for reporting

Third party witnesses are strongly encouraged to report observed incidents of bullying/intimidation to staff or school representative. Efforts will be made, when requested, to maintain the confidentiality of a witness’s identity unless the witness is requested to testify in a hearing.

Retaliation against any individual who complains of bullying/intimidation or anyone who participates in a bullying/intimidation investigation is strictly forbidden by the District, and anyone who practices such retaliation will be subject to immediate discipline, up to and including discharge or expulsion.

Students are encouraged and expected to report incidents of bullying to any staff member or school representative at his or her school, preferably within 24 hours, for proper investigation. Reported incidents of bullying will be investigated by the district accordingly.

Education, intervention and prevention shall exist for staff and students to ensure a learning environment free of bullying or intimidation toward and between students and staff. The Administration and staff will inform students that the Richfield Jt. School District No. 1 does not tolerate

bullying or intimidation and will take all necessary and appropriate action to eliminate it, up to and including discharge or expulsion of offenders.

This policy and complaint procedure will be made available to all students on an annual basis. Employees will be informed of the policy on an annual basis.

Adopted: 9/20/10

Revised: 7/24/17