

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 508 – Bullying Prohibition

1.0 PURPOSE

The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, and other similar disruptive behavior.

2.0 GENERAL STATEMENT OF POLICY

2.1 An act of bullying, by either an individual student or a group of students, is expressly prohibited on school district property or at school-related functions. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time constitutes bullying that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees.

The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, it is the school district's intent to prevent bullying and to take action to investigate, respond, remediate, and discipline those acts of bullying that occur.

2.2 No teacher, administrator, volunteer, or other employee of the school district shall permit or tolerate bullying.

2.3 Apparent permission or consent by a student being bullied does not lessen the prohibitions contained in this policy.

2.4 Retaliation against a victim, a good faith reporter, or a witness of bullying is prohibited.

2.5 False accusations or reports of bullying against another student are prohibited.

2.6 A person who engages in an act of bullying, reprisal or false reporting of bullying, or permits or tolerates bullying shall be subject to discipline for that act in accordance with the school district's policies and procedures. The school district may take into account the following factors:

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- 2.6.1 the developmental and maturity levels of the parties involved;
 - 2.6.2 the levels of harm, surrounding circumstances and nature of the behavior;
 - 2.6.3 past incidences or past and continuing patterns of behavior;
 - 2.6.4 the relationship between the parties involved; and
 - 2.6.5 the context in which the alleged incidents occurred.
- 2.7 Consequences for students who commit acts of bullying may range from positive behavioral interventions up to and including suspension and/or expulsion. Consequences for employees who permit or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in acts of bullying may include, but are not be limited to, exclusion from school district property and events, and/or termination of services and/or contracts.
- 2.8 The school district will act to investigate all complaints of bullying and will discipline or take appropriate action against any student, teacher, administrator, volunteer or other employee of the school district who is found to have violated this policy.

3.0 DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

- 3.1 “Bullying” is defined as unprovoked, repeated and aggressive or intimidating actions or threats of action by one or more persons in order to cause fear, distress or harm. Bullying substantially interferes with another student’s or students’ educational benefits, opportunities or performance. Bullying includes but is not limited to:
- 3.1.1 name-calling,
 - 3.1.2 taunting,
 - 3.1.3 teasing and put-downs,
 - 3.1.4 saying or writing inappropriate things about a person,
 - 3.1.5 deliberately excluding a person from activities or conversations,
 - 3.1.6 threatening a person with bodily harm,
 - 3.1.7 hitting, kicking, tripping, shoving, biting or otherwise inappropriately touching a person,
 - 3.1.8 taking or damaging a person’s belongings, or
 - 3.1.9 making a person do things he or she does not want to do.
 - 3.1.10 cursing or swearing
 - 3.1.11 abuse of power (bus patrols, for example)
 - 3.1.12 hand gestures (“L” for “loser”, for example)
 - 3.1.13 nonverbal behavior that impedes another’s education

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Bullying can also occur through electronic means via Web postings, e-mails, chat rooms and text messaging.

- 3.2 “On school district property or at school-related functions” means all school district buildings, school grounds, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. -While this policy prohibits bullying and the school district reserves the right to impose discipline for violations of this policy at these locations and events of which it is made aware, the school district does not represent that it will provide supervision or assume liability for bullying which may occur at these locations and events.

4.0 REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment.

5.0 NOTICE

- 5.1 This policy shall be conspicuously posted.
- 5.2 The school district will communicate this policy to students, families and employees.
- 5.3 This policy shall appear in a student rights and responsibilities handbook and an abbreviated version of this policy shall appear in student handbooks.

Legal References: Minn. Stat. § 121A.03 (Sexual, Religious and Racial Harassment and Violence)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)

Adopted 3/14/06