**SEK Interlocal#637**

**Bullying Policy**

**Policies GAAE/JDDC**

**GAAE** Bullying by Staff

The board of education prohibits bullying in any form by any student, staff member, or parent towards a student or a staff member on or while using school property, in a school vehicle or at a school sponsored activity or event.

For the purposes of this policy, the term “bullying” shall have the meaning ascribed to it in Kansas law.

The administration shall propose, and the board shall review and approve a plan to address bullying as prohibited herein. The plan shall include provisions for the training and education of staff members.

Staff members who bully others in violation of this policy may be subject to disciplinary action, up to and including suspension and/or termination. If appropriate, staff members who violate the bullying prohibition shall be reported to local law enforcement. Approved 7-13-16

Bullying means: any intentional gesture or 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 it creates an intimidating, threatening, or abusive educational environment that a reasonable person under the circumstances, knows or should know will have the affect of:

\*Harming a student or staff member, whether physically or mentally;

\*Damaging a student’s or staff member’s property;

\*Placing a student or staff member in reasonable fear of harm; or

\*Placing a student or staff member in reasonable fear of damage to the student’s or staff member’s property.

Bullying also includes cyberbullying. “Cyberbullying” means bullying by use of any electronic communication device through means including, but not limited to, email, instant messaging, text messages, blogs, mobile phones, pagers, online games, and websites.

Additionally, bullying means any form of intimidation or harassment prohibited by the board of education of the school district in policies concerning bullying adopted to K.S.A. 72-8256 or subsection (e)of K.S.A. 72-8205, and amendments thereto.

For the purposes of this plan and its authorizing policies, “parent” includes a biological, adoptive, or step-parent; guardian’ custodian’ or other personal with authority.

Similarly, a “staff member” means any person employed by the district. Any act of bullying by either an individual student or group of students toward a student or staff member of the district is prohibited on or while utilizing school property, in a school vehicle, or at school sponsored activities, programs, and events. This policy applies to students who directly engage in an act of bullying, to students who, by their behavior support another student’s act of bullying, and to all staff members and parents who engage in similar behaviors.

Training concerning identifying, reporting, investigating, and preventing bullying behaviors as outlines in Interlocal policies and this plan shall be provided to students and staff members using district resources available for such purpose and shall be provided through staff development, or other appropriate forums at least annually.

No teacher; administrator; or school district employee shall engage in, permit, or tolerate bullying.

Retaliation against a victim, good faith reporter, or a witness to bullying is prohibited. A student or staff member who engages in an act of bullying, reprisal, retaliation or false reporting bullying shall be subject to discipline in accordance with Interlocal policy and procedures. The administration and/or board may take into account the following factors when determining an appropriate disciplinary action for such prohibited conduct: the ages of the parties involved, the developmental and maturity levels, special education needs of the parties involved, and the severity of the behavior.

Offenses over time or single offenses which are severe in nature may result in discipline up to and including suspension and/or expulsion or termination from employment. Parents participating in prohibited bullying conduct aimed at district students and/or staff members may jeopardize their access to district facilities; district property; school sponsored activities, programs, and events; and/or district students and/or staff members through the district’s communication systems. As appropriate, reports to local law enforcement will be filed to report criminal bullying behaviors.

**Approved 1/10/18**