

USD 348 Baldwin City Bullying Plan

(Also see Policies GAAE and JDDC)

Bullying means: Any gesture or any written, verbal, electronic or physical act or threat that is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for a student or staff member or is sufficiently severe, pervasive or persistent so as to have the purpose or effect of creating a hostile working environment or has the effect of interfering with an individual's work performance or employment opportunities. Bullying also includes:

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, e-mail, 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 pursuant to K.S.A. 72-8256 or subsection (e) of K.S.A. 72-8205, and amendments thereto. USD 348 will not tolerate these actions by students or staff.

Any act of bullying by either an individual student or group of students is prohibited on or while utilizing school property, in a school vehicle or at school-sponsored functions. 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 who engage in similar behaviors.

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 person who engages in an act of bullying, reprisal, retaliation or false reporting of bullying, shall be subject to discipline in accordance with school district policy and procedures. The school district may take into account the following factors: the ages of the parties involved; the developmental and maturity levels, special education needs of the parties involved, and the severity of the behavior.

Discipline guidelines for student and staff bullying are found in the appropriate handbooks. Offenses over time may result in discipline up to and including suspension and/or expulsion or termination from employment. As appropriate, reports to local law enforcement will be filed to report criminal bullying behaviors. (See Policies EBC, GAAC, GAACA, JGEC, JGECA and KN)

USD 348 Staff will receive annual training regarding bullying of students and bullying between staff members. Staff members who are found to be involved in bullying between staff members may be required to attend additional training.

USD 348 Students will be instructed about bullying including its definition, how they can help prevent it and its affects on students who are bullied. Students who are found to be involved in bullying along with disciplinary action may also receive counseling depending on the incidence.