

USD 409 Bullying Plan
(See Policies GAAE, JDDC and KGC)

Bullying means: any intentional gesture or an 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 effect 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.

According to the Olweus Bullying Prevention Program, bullying can also be defined as unwanted actions that are:

- Intentional
- Repeated
- Unbalanced

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 409 will not tolerate these actions by students, staff, or parents.

For the purposes of this plan and its authorizing policies, "parent" includes biological, adoptive, or step-parent; guardian; custodian; or other person with authority to act on behalf of a student.

Similarly, a "staff member" means any person employed by the district.

"School district" or "district" means any unified school district organized and operating under the laws of this state.

"School vehicle means any school bus, school van, other school vehicle and private vehicle used to transport students or staff members to and from school or any school-sponsored activity or event.

Any act of bullying by any student, staff member, or parent 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.

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 of bullying, shall be subject to discipline in accordance with school district policy and procedures. The school 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.

Discipline guidelines for student, staff, or parent bullying may be found in student and employee handbooks. 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 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. (See Policies EBC, GAAC, GAACA, GAAE, JDDC, JGEC, JGECA, KGC, and KN)

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

The ~~board or the~~ district administration ~~on behalf of the board~~ may seek student, staff, parent, and/or community input on the adoption, revision, and/or implementation of the board's bullying policies or plan as directed and approved by the board.

Bullying Prevention Hotline

The Kansas State Department of Education, in partnership with Kansas Children's Service League, is proud to announce the availability of the Bullying Prevention Hotline. This free, anonymous service is available to provide counsel and resources to those who have questions or concerns about bullying situations. The 24-hour hotline can be reached at (1-800-332-6378 or 1-800-CHILDREN). You can also contact the hotline via text or e-mail at 1800children@kcsd.org.

Provided through a Safe and Supportive Schools grant, the hotline is staffed by trained professionals and volunteers who listen to each caller's concerns and seek to provide the caller with resources to assist him or her.

The Bullying Prevention Hotline should not be confused with the Kansas School Safety Hotline. The School Safety Hotline should still be used to report potential violent acts at schools. Students who feel unsafe at school could call either hotline; the professionals at the Bullying Prevention Hotline will forward any calls where they feel there is the potential for violence, or that a student may harm him or herself or others to the School Safety Hotline.

Online Report an Incident Form

Each USD 409 building web page contains an online form for students, parents, or patrons to Report an Incident. The link can be found under the Communications tab for each school. You do not have to sign your name, but if you do, we will protect your identity as much as possible. After entering the information in the boxes, click on the submit button to send the information. Your message will be routed to the school administrator.

The administration will follow up on all concerns, but if the identity of the person submitting the report is anonymous, we will not be able to reply directly. If additional assistance is needed, you are encouraged to contact a teacher, counselor or administrator.

Contact a School Administrator or Counselor

If you have a concern regarding bullying, you are also encouraged contact any school administrator or counselor directly to receive assistance.

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