



## **JICDE - BULLYING PREVENTION AND EDUCATION**

### **Statement of Purpose**

The Board of Education recognizes the negative impact that bullying has on student health, welfare, and safety and on the learning environment at school. The Board supports a secure and positive school climate, conducive to teaching and learning that is free from threat, harassment, and any type of bullying behavior. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying are regarded as unacceptable.

Bullying and other behaviors as defined below are prohibited on all Poudre School District property, at District or school-sanctioned activities or events, when students are being transported in District vehicles, and off school property when such conduct has a reasonable connection to school or any District curricular or non-curricular activity or event.

### **Prohibited Behavior by students, staff, and/or volunteers:**

Bullying;

Retaliation against those reporting bullying; and

Making knowingly false accusations of bullying behavior.

### **Definitions**

“**Bullying**” is to willfully cause physical, mental, or emotional harm to any student or to use coercion or intimidation to influence and/or obtain control over another person. This can occur through written, verbal, or electronically transmitted expressions (i.e., cyberbullying) or by means of a physical act or gesture. This includes but is not limited to such expression, act or gesture directed toward a student on the basis of that student’s academic performance, disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, family composition, national origin, religion, ancestry, or the need for special education services, whether such characteristic(s) is actual or perceived.

For the purposes of this policy, bullying may occur between two or more students or between adults and students. However, bullying that occurs against an adult is addressed separately from this policy.

There are three general types of bullying: physical, verbal, and relational. Physical bullying occurs when a student is bodily harmed (e.g., hitting, kicking, spitting, or pushing). Verbal bullying is harmful written or verbal communication (e.g., name-calling or threatening another student). Relational, or social, bullying occurs when a student's relationships or social status are harmed (e.g., spreading rumors or anonymously posting private or unflattering information online).

Bullying usually consists of three components that differentiate it from other forms of aggression or conflict. Bullying behavior is:

those circumstances, the behavior is subject to the process and procedures in District Policy JBB – Harassment of Students.

**“Retaliation”** is an act or communication intended as revenge against an individual who reports an act of bullying. Retaliation can also include knowingly making false accusations of bullying or acting to influence the investigation of, or the response to, a report of bullying.

**“False accusations”** of bullying are those made knowingly by an individual or group of individuals with the purpose of causing harm to another individual and which are false.

### **Prevention and Intervention**

The District will develop a comprehensive District-wide program to address bullying at all school levels and will ensure that the program is consistently applied across all students and staff. The program will be aimed toward accomplishing the following goals:

1. To send a clear message to students, staff, parents/guardians/caregivers, families, and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
2. To train staff on an annual basis in taking proactive steps to prevent bullying from occurring. This includes but is not limited to, training on the District’s policy, how to recognize and intervene in bullying situations, and positive school climate practices.
3. To implement procedures for immediate intervention, investigation, and confrontation of students engaged in bullying behavior.
4. To initiate efforts to change the behavior of students engaged in bullying behaviors through education on acceptable behavior, discussions, counseling, and appropriate negative consequences. In instances that result in disciplinary action or negative consequences, educational interventions should still be applied, as appropriate.
5. To foster a productive partnership with parents/guardians/caregivers, families and community members in order to help maintain a bullying-free environment across all settings.
6. To support targets of bullying through a layered continuum of supports that includes, but is not limited to, individual counseling and supports that may be short in duration or ongoing.
7. To help develop peer support networks, social skills, and confidence for all students.







LEGAL REFERENCES:

C.R.S. 22-32-109.1(1)(b) & (2)(a)(I)(K) (policy required as part of safe schools plan)

C.R.S. 22-93-101 et seq.