



	<p>Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting and/or outside a school setting, that is severe, persistent or pervasive and has the effect of doing any of the following:</p> <ol style="list-style-type: none"><li>1. Substantial interference with a student's education.</li><li>2. Creation of a threatening environment.</li><li>3. Substantial disruption of the orderly operation of the school.</li></ol> <p>Bullying, as defined in this policy, includes cyberbullying.</p> <p>The Board prohibits all forms of bullying by district students.</p>
3. Bullying vs. Conflict	<p>Bullying is not to be confused with conflict. Bullying is a persistent pattern of unwelcome or aggressive behavior that often involves an imbalance of power, and/or the intention to harm or humiliate someone. Conflict is a disagreement or difference in opinion between peers who typically have equal power in their relationships.</p> <p>Conflict is an inevitable part of group dynamics; bullying is not. Nevertheless, when conflict becomes such that it is interfering with a student's education, the Guidelines and Consequences of bullying, below, may be implemented. Any student who is involved in or a witness of conflict is encouraged to report such incidents to the building principal or designee.</p>
4. Authority	<p>The School Board prohibits all forms of bullying behavior on school property, in school vehicles, at school-sponsored events, or during travel to and from school. Bullying behavior on-campus and off-campus disrupts the educational process; therefore it will not be tolerated on school property, in school vehicles, during travel to and from school, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school, at school sponsored events, and off campus activity including but not limited to electronic communications that cause school faculty, students, and parents of students to feel threatened to</p>

<p>5.Implementation</p>	<p>attend school, engage in school activities, and ultimately cause material disruptions of school operations. Any violation of this policy shall be considered an infraction of the Student Code of Conduct, with discipline implemented accordingly. All bullying behavior that is a violation of the PA Crimes Code will be reported to the police.</p> <p>The Board encourages students who have been bullied to promptly report such incidents to the building principal or designee.</p> <p>The bullying prevention program shall consist of school-wide action, classroom-level activities, individual interventions and community involvement that are consistent with the training provided by the district. School-wide action includes, but is not limited to, training for school staff and students and adoption of the district-wide anti-bullying rules.</p> <ol style="list-style-type: none"> <li>1. We do not bully others.</li> <li>2. We help students who are bullied.</li> <li>3. We include students who are left out.</li> <li>4. We tell an adult at school and an adult at home when somebody is being bullied.</li> </ol> <p>Classroom level activity includes, but is not limited to, consistent interventions, use of rules, reinforcement of pro-social behavior and incorporation of bullying themes.</p>
<p>6. Guidelines</p>	<p>Individual interventions include, but are not limited to, follow up with both victims and bullies that may include consequences, provisions for making restitution, and counseling referrals, as appropriate. Community involvement encourages partnerships with families, community organizations and agencies to implement the district's Bullying Prevention Program.</p> <ol style="list-style-type: none"> <li>1. When a student believes that he/she is a victim of bullying, the student shall report a complaint of bullying, orally or in writing, to the building principal, counselor, teacher or another school employee.</li> <li>2. All school employees are required to report alleged violations of this policy to the</li> </ol>

<p>7. Consequences</p>	<p>building principal or the principal's designee. An employee shall be subject to disciplinary procedures consistent with the current collective bargaining agreement, as applicable, and district policy for failure to report.</p> <ol style="list-style-type: none"><li>3. The principal or principal's designee will investigate the incident and maintain a confidential record in the discipline file of both the victim(s) and bully(ies).</li><li>4. The building principal or designee will contact the parent/guardian of both the bully and victim.</li><li>5. Appropriate consequences for Violations may include: counseling, parental conference, loss of school privileges, exclusion from school-sponsored activities, detention, suspension, expulsion, and/or referral to law enforcement officials. Any violation of the PA Crimes Code will be reported to the police department.</li><li>6. Victims and their parents shall be made aware of appropriate counseling; agency services and safety plan developments described in the district's victimization procedures.</li></ol> <p>The District prohibits reprisal or retaliation against any person who reports a relevant act of bullying. The principal, in accordance with the Student Code of Conduct and/or other district policy, will determine the consequences and remedial actions. Any violation of the PA Crimes Code will be reported to the police department.</p> <p>The principal, in accordance with the Student Code of Conduct and/or other school district policy, will determine the consequences and remedial actions for a pupil found to have falsely accused another as a means of harassment, intimidation or bullying. Any violation of the PA Crimes Code will be reported to the police department.</p>
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