

ALLENTOWN SCHOOL DISTRICT

SECTION: PUPILS

TITLE: BULLYING

ADOPTED: June 21, 2007

REVISED:

249. BULLYING	
1. Purpose	<p>Creating and maintaining a safe and welcoming learning environment for all students is a high priority in all district schools. A safe school environment free from bullying is necessary for students to learn and achieve high academic standards. Bullying behavior disrupts the educational process; therefore it will not be tolerated on school property, in school vehicles, at school-sponsored events, or during travel to and from school.</p>
2. Definition Pol. 103, 248	<p>For the purposes of this policy, bullying is a form of harassment in which the behavior is intended, or perceived to intend, to harm or cause distress to another. The action occurs repeatedly over time and, in addition to causing harm or distress, has the effect of insulting or demeaning any student or group of students in such a way as to cause disruption of the orderly operation of the school. Bullying may be physical, verbal, or psychological. Bullying may be transmitted through writing or electronically. It may include, but is not limited to, actions such as verbal taunts, physical aggression, extortion of money or possessions, exclusion from peer groups within school, name-calling, and derogatory statements, including any discriminatory statements prohibited by and consistent with the district's nondiscrimination and harassment policies.</p>
3. Authority Pol. 218	<p>The Board prohibits all forms of bullying behavior on school property, in school vehicles, at school-sponsored events, or during travel to and from school. Any violation of this policy shall be considered an infraction of the 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>
4. Delegation of Responsibility	<p>This policy shall be implemented through the cooperative efforts of the Superintendent and the Superintendent's Team, building administrators, school staff, parents/guardians, students, the Allentown Police Department and the school district's community.</p>

<p>5. Guidelines</p>	<p>Any person discovering bullying shall report the incident to a school teacher, counselor or administrator. School staff will provide immediate interventions consistent with this school policy. Students are also encouraged to immediately report bullying.</p> <p><u>Bullying Prevention Program</u></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 following district-wide anti-bullying rules:</p> <ol style="list-style-type: none">1. We do not bully others.2. We help students who are bullied.3. We include students who are left out.4. We tell an adult at school and an adult at home when somebody is being bullied. <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>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> <p><u>Complaint Procedure</u></p> <p>When a student believes that s/he 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.</p> <p>All school employees are required to report alleged violations of this policy to the 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> <p>The principal or principal's designee will investigate the incident and maintain a confidential record in the discipline file of both the victim and bully.</p>
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The building principal or designee will contact the parent/guardian of both the bully and victim.

Appropriate consequences and remedial actions range from positive behavioral interventions to and including suspension or expulsion, and may include separating the student(s) being bullied from the perpetrator(s). Any violation of the PA Crimes Code will be reported to the police department.

Victims and their parents/guardians shall be made aware of appropriate counseling, agency services and safety plan developments described in the district's victimization procedures.

Retaliation

The district prohibits reprisal or retaliation against any person who reports a relevant act of bullying. The principal, in accordance with the 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.

False Reports

The principal, in accordance with the Code of Conduct and/or other school district policy, will determine the consequences and remedial actions for a student 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.

References:

Board Policy - 103, 218, 248