

Book Policy Manual  
Section 200 Pupils  
Title Bullying/Cyber Bullying  
Number 249  
Status Active

#### Legal

[1. 24 P.S. 1303.1-A](#)

[2. 24 P.S. 1302-A](#)

3. Pol. 236

4. Pol. 218

5. Pol. 233

[6. 22 PA Code 12.3](#)

[7. Pol. 815.2](#)

Adopted October 28, 2008

Last Revised April 28, 2015

#### Purpose

The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.

The Plum Borough School District believes in the fundamental convictions that all individuals are entitled to equal protection and equal opportunity to civil liberties. Any and all acts and omissions that discriminate against or profess bigotry, hatred or oppression of any race, ethnicity, religion, gender, or sexual orientation undermine our fundamental beliefs and promise of equal protection and justice. The District will not tolerate prejudicial or discriminatory treatment of any student, employee, volunteer, Board Member or visitor.

#### Definitions

**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 an effect of doing any of the following:[\[1\]](#)

1. Substantial interference with a student's education.
2. Creation of a threatening environment.
3. Substantial disruption of the orderly operation of the school.

**Bullying**, as defined in this policy, includes cyber bullying. Cyber bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or personnel employed by the district by sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, or website postings (including blogs). All forms of cyber bullying are unacceptable and, to the extent of such actions are disruptive of the educational process of the district, offenders shall be the subject of appropriate discipline.

The term bullying and cyber bullying shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct.

**School setting** means in the school, on school grounds, in school vehicles, at the designated bus stop or at any activity sponsored, supervised or sanctioned by the school.[\[1\]](#)

### **Authority**

The Board prohibits all forms of bullying by district students.[\[1\]](#)

The Board encourages students who have been bullied to promptly report such incidents to any school district employee. Any school district employee receiving a report of bullying shall immediately notify the building principal or his or her designee.

The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

### **Delegation of Responsibility**

Each student shall be responsible to respect the rights of his/her fellow students and to ensure an atmosphere free from all forms of bullying and cyber bullying. Students shall be encouraged to report bullying or cyber bullying complaints to district employees.

All employees who receive a bullying or cyber bullying complaint shall inform the building administrator. The building administrator will inform the parents/guardians of the victim and the parents/guardians of the person accused after a full investigation has been concluded and verified as an act of bullying.

Each staff member shall be responsible to maintain an educational environment free of bullying and cyber bullying.[\[1\]](#)

The Superintendent or designee shall ensure that this policy is reviewed annually with students.[\[1\]](#)

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every year and recommend necessary revisions to the Board.

District administration shall annually provide the following information with the Safe School Report:[\[1\]](#)

1. Board's Bullying Policy.

2. Report of bullying incidents.
3. Information on the development and implementation of any bullying prevention, intervention or education programs.

## **Guidelines**

### Education

The district may develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.[\[2\]](#)[\[1\]](#)[\[3\]](#)

### Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include counseling within the school, a parent/guardian conference, loss of school privileges, transfer to another school building, classroom, or school bus, exclusion from school-sponsored activities, detention, suspension, expulsion, counseling/therapy outside of school, and referral to law enforcement officials.[\[1\]](#)[\[4\]](#)[\[5\]](#)

The policy is to be incorporated into the Student Code of Conduct and available in every classroom which means that it is to be in the student handbook, posted within the classroom, copies are kept within the classroom, posted on the district website and in prominent locations within the school.[\[6\]](#)