

LIFE Prep, District #4035

Approved on 10/26/2016

505.00 Bullying Prohibition Policy

1. Purpose and Scope

Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles. Bullying interferes with students' ability to learn and teachers' ability to educate students in a safe environment. To the extent bullying affects the educational environment of the schools, it is the school district's intent to prevent bullying from occurring, and to investigate and respond to bullying that has not been prevented.

This regulation applies to student-to-student bullying which occurs:

- . 1.1 On school premises, at school functions or activities or on school transportation;
- . 1.2 By use of electronic technology and communications on school premises, during school functions or activities, on school transportation, or on school computers, networks, forums and mailing lists, or
- . 1.3 By use of electronic technology and communications off the school premises to the extent such use substantially and materially disrupts student learning or the school environment.

2. Culture of Respect

LIFE Prep will maintain a culture of respect. School staff will model, teach and reinforce expected behaviors using research-based, developmentally appropriate best

practices that include preventable and remedial measures and effective discipline to deter bullying throughout the school.

3. Definitions

- . 3.1 For purposes of this regulation, the definition of bullying means intimidating, threatening, abusive or harming conduct that is objectively offensive and:
 - . 3.1.1 There is an actual or perceived imbalance of power between the student engaging in the conduct and the target of the conduct and the conduct is repeated or forms a pattern, or
 - . 3.1.2 Materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services or privileges.
- . 3.2 For purposes of this regulation, cyberbullying is defined as using technology or other electronic communication including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device to bully another.

4. Reporting

- . 4.1 LIFE Prep will designate an individual for receiving reports of bullying and serving as the primary contact on matters related to this regulation. The designated official may delegate tasks required by this regulation, but maintains the responsibility to ensure compliance with the regulation, including that restorative practices, consequences and sanctions are

fairly and fully implemented.

- . 4.2 Any person who believes he or she has been the victim of bullying or any person with knowledge or belief of conduct that may constitute bullying shall report the alleged acts to a staff member. Reports of bullying can be made orally or in writing. A person may report bullying anonymously; however, the school district will not take disciplinary action against an alleged perpetrator based solely on an anonymous report.
- . 4.3 All district staff members have an obligation to address bullying. Any staff member who receives a report of, observes, or has other knowledge or belief of conduct that may constitute bullying shall make reasonable efforts to address and resolve the bullying and inform the designated school official responsible for receiving reports of bullying. School staff members who fail to inform the designated school official in a timely manner may be subject to disciplinary action.
- . 4.4 Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- . 4.5 Submission of a good faith report of bullying will not affect the reporter's future employment, grades, work assignments, or educational or work environment.
- . 4.6 The school district will respect the privacy of the reporter, the victim, the individual(s) against whom the report is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action and comply with any legal disclosure obligations.

- . 4.7 Intentionally making false accusations of bullying is prohibited.

5. Response to Bullying

- . 5.1 Alleged bullying must have a connection to school before a school district has jurisdiction to investigate or enforce discipline. The school district cannot monitor the activities of students at all times nor eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel.
- . 5.2 Upon receipt of a report of bullying, the designated school official shall undertake or authorize an investigation under this regulation within three school days of the report. The investigation will be completed as soon as practicable. The designated school official is responsible to ensure the completion of the Report of Bullying Behavior. The designated school official or designated investigator shall attempt to interview the alleged victim, the alleged perpetrator and any necessary witnesses. The alleged perpetrator will be given the opportunity to present a defense.
- . 5.3 The school district may take immediate steps to protect the reporter, alleged victim, alleged bully and others pending completion of an investigation, consistent with applicable law. When criminal conduct is suspected, the school district may report alleged conduct to law enforcement.
- . 5.4 Upon completion of an investigation under this regulation, the school district will take action towards a person who is found to have engaged in an act of bullying, reprisal, intentional false reporting, or who permits, condones, or tolerates bullying. Such action may include, but is not limited to, restorative

interventions, warning, suspension, exclusion, transfer, termination, or discharge. If school discipline is imposed, it will be consistent with LIFE Prep's student discipline policy. The school district may take into account the following factors:

- 5.4.1 The developmental and maturity levels of the individuals involved;
 - 5.4.2 The level of harm, surrounding circumstances, and nature of the behavior;
 - 5.4.3 Past incidences or past or continuing patterns of behavior;
 - 5.4.4 The relationship between the parties involved;
 - 5.4.5 The context in which the alleged incidents occurred; and
 - 5.4.6 The law's emphasis on remedial responses.
- . 5.5 School officials will notify the parent or guardian of a victim or perpetrator of bullying within a reasonable period of time. The school district is not authorized to disclose private educational or personnel data regarding a student or employee of the school district.
 - . 5.6 In cases in which bullying is substantiated, the school will conduct a follow-up meeting with the victim approximately two weeks after the investigation is complete to ensure that the bullying has stopped. If bullying has continued, additional action will be taken to stop the bullying and to appropriately discipline for the prohibited behavior. The school will provide information about available community resources to the victim, perpetrator and other affected individuals, as appropriate.

6. Communication and Training

- . 6.1 LIFE Prep will provide annual age-appropriate

education and information to students. It will include a review of this regulation, how bullying may be reported, the harmful effects of bullying and other applicable initiatives to prevent bullying.

- . 6.2 The school district will provide annual written notice of this regulation as a summary in the student handbook, which will be posted on the school district's website, and may be disseminated in any other manner in which the school district deems appropriate.
- . 6.3 This policy, will be conspicuously posted in the front entry lobby of the school.
- . 6.4 This regulation must be given to each school employee and to each independent contractor that regularly interacts with students at the time of employment or before work commences under the contract. This regulation will be included with the new employee training materials.
- . 6.5 This regulation will be discussed with regular volunteers at LIFE Prep.
- . 6.6 School personnel will be trained to prevent, identify and respond to bullying. Training will occur on a three-year cycle. Training shall include information about:
 - . 6.6.1 Developmentally appropriate strategies both to prevent and to immediately and effectively intervene to stop bullying;
 - . 6.6.2 The complex dynamics affecting an actor, target and witnesses to bullying;
 - . 6.6.3 Research on bullying, including specific categories of students at risk for bullying in

school;

- . 6.6.4 The incidence and nature of cyberbullying;
and
- . 6.6.5 Internet safety and cyberbullying.
- . 6.7 An electronic copy of this regulation will be
submitted to the school's authorizer.
- . 6.8 Where appropriate for a student with a disability to
prevent or respond to bullying, the student's IEP or
section 504 plan may address the skills and
proficiencies the student needs to respond to or not
engage in bullying.

7. Retaliation

The school district will take appropriate action against any person who retaliates against anyone who makes a good faith report of alleged bullying or against anyone who testifies, assists or participates in an investigation, or against anyone who testifies, assists or participates in a proceeding or hearing relating to such bullying.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment or intentional disparate treatment. Consequences for retaliation shall be consistent with LIFE Prep's student discipline policy.

8. Harassment

The school district prohibits harassment, discrimination or violence based upon a person's sex, race, religion, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation, membership or activity in a local human rights commission or age.

The school district also prohibits hazing.

References:

ISD 196 Bullying Prohibition Policy

Minnesota Statute 120B.232, Character Development Education - Minnesota Statute 121A.03, Sexual, Religious and Racial Harassment and

Violence - Minnesota Statute 121A.031, School Student Bullying Policy - Minnesota Statute 121A.0311, Notice of the Rights and Responsibilities of

Students and Parents under the Safe and Supportive Minnesota Schools

Act - Minnesota Statute 121A.40-121A.56, Pupil Fair Dismissal Act - Minnesota Statute 121A.69, Hazing Policy