

---

### **Bullying Policy**

The USD #321 believes that all students have a right to a safe and healthy school environment. The district, school and community have an obligation to promote mutual respect, tolerance, and acceptance.

USD #321 will not tolerate behavior that infringes on the safety of any student and/or disrupts the educational process. A student shall not bully, intimidate or harass another student through words or actions, written, drawn, or spoken. Such behavior includes, but is not limited to: direct physical contact, such as hitting or shoving; threats; verbal assaults, such as teasing or name-calling; and social isolation or manipulation either in person or on the internet, while on the school district's property or as an educational disruption brought to the school district through a personal or commercial internet communication.

This policy applies to students on school grounds, while traveling to and from school in school provided vehicles, while waiting for the arrival of, or immediately following the departure of any school bus at designated school bus stops and at school-sponsored activities whether on or off campus. This policy also includes conduct occurring off campus, which manifests itself at school and results in a disruption of the educational process.

Students who violate this policy are subject to disciplinary action set forth in the student behavior code.

## USD #321 Elementary Rubric for Peer-to-Peer Aggression

| Behavior   | First Time   | Second Time   | Third Time   | Fourth Time                              |
|--|--|---|--|--|
| <b>Teasing/<br/>Exclusion</b>  | --Verbal<br>Behavior<br>Reminder   | --Privilege Loss (2<br>Days)<br>--Parent Call<br>--Reflection   | --Classes Only<br>(3 Days)<br>--Parent Call<br>--Reflection<br>--Office Referral | --Office Referral<br>--Individual Plan   |
| <b>Physical<br/>Bullying</b>   | --Verbal<br>Behavior<br>Reminder<br>--Privilege Loss<br>(1 Day)<br>--Parent Call<br>--Reflection | --Classes Only<br>(1 Day)<br>--Parent Call<br>--Reflection<br>--Office Referral   | Classes Only<br>(3 Days)<br>--Parent Call<br>--Reflection<br>--Office Referral   | --OSS<br>Individual Re-<br>entry<br>Plan |
| <b>Severe<br/>Physical<br/>Bullying,<br/>Threats of<br/>Serious<br/>Violence,<br/>or Severe<br/>Harassment</b> | --Office<br>Referral<br>--Suspension<br>--Police Contact   | --Office Referral<br>--Suspension<br>--Police Contact<br>--Modify<br>Individual Plan<br>with Behavior<br>Support<br>Professionals | --OSS<br>Re-entry Plan<br>--Police Contact                                       |  |

## Explanation of Consequences (For use by teachers)

|  |   |
|--|---|
| <b>Verbal Behavior Reminder</b>                            | Teacher clearly explains appropriate behavior expectations and gives examples of what to do differently next time.  |
| Privilege Loss   | As a consequence for aggressive behavior, student loses a privilege (as determined by pod teams at beginning of bullying program).  |
| Parent Call  | With principal or teacher present, student calls parent and explains his or her involvement in the incident using "I" language (student says what he or she did without using "because," "just," or "only") and explains what the consequences are for the behavior.  |
| Reflection   | With teacher, mental health professional, or other designated staff member, student fills out a behavior reflection during the time of lost privilege, if possible. See reflection sheet. The student must complete the sheet using "I" language to describe specifically for what behavior the student received the consequence. |
| Office Referral  | Student is sent to the office; consequences will be administered by principal.  |
| Individual Plan  | Student, parents, teacher(s), principal, and other staff members, as needed, meet to create an individual behavior plan (which could be a SIT plan, point sheet, etc., as determined by team) that outlines clear consequences for further incidents of peer-to-peer aggression.  |
| Modify Individual Plan with Behavior Support Professionals | The plan created as above will be modified, with help from behavior support professionals in the building and, possibly, from the district.   |
| Classes Only   | Student attends only academic classes and art, music, or PE, but does not take part in any special or extra activities (recess, parties, games, field trips, rewards, book buddies, etc). "Classes only" also includes a silent lunch in location determined by teacher.  |
| Suspension   | In-school or out-of-school suspension as determined by principal and in concurrence with district policy.   |
| Police Contact   | Pursuant to K.S.A. 72-89b03 and district policy, if the student has broken the law, the principal must notify the police.   |

## **DEFINITIONS:**

**Teasing** - name-calling, insulting, or other behavior that would hurt others' feelings or make them feel bad about themselves

**Exclusion** - starting rumors, telling others not to be friends with someone, or other actions that would cause someone to be without friends

**Physical Bullying** - pushing, slapping, grabbing, flicking, poking, pinching, tripping, or other violations of personal space

**Severe Physical Bullying** - punching, kicking, and similar behavior that could result in injury to others

**Threat of serious violence** - threats of using a weapon, or other conduct which should be immediately reported to police

**Harassment** - racial, ethnic, or sexual name-calling or other severe harassment

