

2 (See GAAB, JCE, JGEC, JGECA, JDD and EBC)

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4 The board prohibits acts of bullying in any form, including cyberbullying, on or with
5 school property, in school vehicles or at school sponsored activities or events. The board believes
6 that a safe, healthy and supportive environment during all school-related functions is necessary
7 for students to learn and achieve high academic standards. Bullying, like other disruptive or
8 violent behaviors, is conduct that interferes with both a student’s ability to learn and the school’s
9 ability to educate students. All Salina USD 305 administrators, faculty, staff and volunteers are
10 expected to treat others with civility and respect and to refuse to tolerate bullying in order to
11 provide positive examples for acceptable student behavior.

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13 Bullying is defined as any intentional gesture or any intentional written, verbal or
14 physical act or threat sufficiently severe, persistent or pervasive to create an intimidating,
15 threatening or abusive educational environment for a student or staff member that a reasonable
16 person, under the circumstances, knows or should know will have the effect of

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18 • harming a student or staff member, whether physically or mentally,
19 • damaging a student’s or staff member’s property,
20 • placing a student or staff member in reasonable fear of harm to the student or staff
21 member, or
22 • placing a student or staff member in reasonable fear of damage to the student’s or
23 staff member’s property.

24
25 “Cyberbullying” is defined as bullying by use of any electronic communication device
26 through means, including, but not limited to email, instant messaging, text messages, blogs,
27 mobile phones, pagers, online games and websites.

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29 “School vehicle” means any school bus, school van, other school vehicle and private
30 vehicle used to transport students or staff members to and from school or any school-sponsored
31 activity or event.

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33 The board expects students to conduct themselves in a manner in keeping with their
34 levels of development, maturity, and demonstrated capabilities with a proper regard for the rights
35 and welfare of other students, school staff and volunteers.

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37 The board believes the standards for appropriate student behavior must be established
38 cooperatively with input from students, parents/guardians, staff and the community. These
39 standards must encourage the development of student self-discipline in an atmosphere of respect
40 for self and others and respect for district and community property.

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42 The board believes that the best discipline is acceptance of personal responsibility and is
43 self-imposed. It is the responsibility of staff to use disciplinary situations as opportunities for
44 helping students learn to assume responsibility and to learn from the consequences of their
45 behavior. Staff members who interact with students shall apply best practices designed to *prevent*
46 discipline problems and encourage students’ abilities to develop self-discipline.

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49 The district prohibits both active and passive bystander support for acts of bullying. The
50 staff should encourage students to support students who walk away from these acts when this
51 would defuse the situation, constructively attempt to stop them, or report them to the designated
52 authority.
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54 The board requires school administrators to develop and implement procedures ensuring
55 that individualized attention be given to both perpetrators and victims of bullying, when
56 incidents occur. It is important not to target either bully or victim for criticism, but rather to
57 make sure that all the factors contributing to the bullying are recognized and understood.
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59 Complaint Procedures

60 It is the responsibility of all students, staff members and volunteers to report acts of
61 bullying. All reports of bullying will be taken seriously. Staff members receiving the reports will
62 record the details as reported. The school staff or administrator will support students, coworkers
63 and volunteers making such reports and protect against any potential retaliation. An
64 investigation to determine the facts will take place immediately or as soon as practicable in order
65 to verify the validity and seriousness of the report.
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67 Filing a report in good faith will not reflect upon the individual's status, nor will it affect
68 his or her grades, employment or volunteer status with the district. The district shall keep the
69 complaint confidential for both the accused and the accuser, until such time as the misconduct is
70 confirmed and sanctions are imposed.
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72 The board specifically prohibits any person from falsely accusing another as a means of
73 bullying. The consequences and appropriate remedial action for a *student* found to have falsely
74 accused another as a means of bullying may range from positive behavioral interventions up to
75 and including suspension or expulsion. A *school employee* found to have falsely accused another
76 as a means of bullying shall be disciplined in accordance with district policies, procedures, and
77 agreements.
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79 The board prohibits reprisal or retaliation against any person who reports an act of
80 bullying. The consequences and appropriate remedial action for a person who engages in reprisal
81 or retaliation shall be determined by the administrator after consideration of the nature, severity,
82 and circumstances of the act.
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