

**UNIONVILLE-
CHADDS FORD
SCHOOL DISTRICT**

SECTION: PUPILS

TITLE: BULLYING

ADOPTED:

REVISED:

First Reading (4-13-07)

<p>218.3. BULLYING</p>	
<p>1. Purpose</p>	<p>The Unionville-Chadds Ford School District strives to maintain a productive, pleasant, safe, non-hostile learning environment that fosters the educational process. Therefore, it shall be the policy of the district to maintain an educational environment that is intolerant of bullying in any form.</p>
<p>2. Authority</p>	<p>To ensure such an environment, the Unionville-Chadds Ford School District strictly prohibits any conduct by any student or non-student that creates or is intended to create an intimidating, threatening, offensive or hostile learning environment. All students and adults have a responsibility to conduct themselves in a manner consistent with this policy, thereby avoiding conduct that constitutes bullying.</p> <p>Bullying is a form of discrimination prohibited by the Civil Rights Act of 1964, as amended, Title IX of the 1972 Education Amendments to same, the Pennsylvania Human Relations Act, and Student Rights and Responsibilities, 22 Pa. Code §12.4.</p> <p>Retaliation taken against any student who brings a bullying complaint, or any individual who assists in investigating such complaint or who provides a witness statement in connection with such complaint, is strictly prohibited.</p>
<p>3. Delegation of Responsibility</p>	<p>The district shall inform students, staff, parents, independent contractors and volunteers that bullying of students will not be tolerated. This notice may be by any of the following means:</p> <ol style="list-style-type: none"> 1. Distribution of written policy. 2. Publication in handbooks. 3. Presentation at an assembly. 4. Training sessions for students, parents and staff. 5. Posting of notice/signs.

<p>4. Definitions</p>	<p>Bullying includes, but is not limited to, verbal, graphic or physical conduct, or threats of such conduct, directed at a student as a result of, related to or regarding the student’s personal appearance, socioeconomic level, race, ethnicity, ancestry, national origin, gender, religion, academic ability, speech or speech patterns, sexual orientation, disability, or relational associations.</p> <p>Examples of prohibited bullying can include, but are not limited to, the following:</p> <ol style="list-style-type: none">1. Physical conduct such as hitting, pushing, pulling hair.2. Cyber communication of a harassing nature3. Intimidation or threats.4. Verbal conduct such as name calling, sexist or racist comments, threats of harm, jokes about another’s appearance or other attributes, or unreasonable and unwelcome “teasing.”
<p>4. Guidelines</p>	<p><u>Reporting Procedures</u></p> <p>Any student who feels s/he has been bullied shall have the right to file a complaint of such bullying. On an annual basis, students will be informed of specific individuals to whom complaints of bullying should be reported. In addition, complaints may be reported to a classroom teacher, school administrator, or the Superintendent of Schools.</p> <p>The Superintendent shall designate staff throughout the school to receive bullying complaints from students. The individuals designated, as well as all staff, will have the responsibility of reporting complaints to the Superintendent and/or his/her designee. It shall be the responsibility of the Superintendent and/or his/her designee to investigate promptly and thoroughly any and all bullying complaints received or referred by other staff and to make recommendations based upon that investigation.</p> <p>In determining whether alleged conduct constitutes bullying, the totality of the circumstances, nature of the conduct, and context in which the alleged conduct occurred shall be investigated.</p> <p>If the investigation results in a substantiated charge of bullying, the district shall take prompt corrective action to ensure the bullying ceases and will not recur.</p>

<p>Pol. 317, 417, 517</p>	<p>The Superintendent or his/her designee shall investigate immediately all complaints referred to the Superintendent or his/her designee. The investigation shall include, but not be limited to, the following:</p> <ol style="list-style-type: none">1. Interview of the reporter/victim.2. Interview of accused.3. Interview of any other persons with personal knowledge of the allegations of the complaint. <p>In all cases investigated by the Superintendent and/or his/her designee, the results of the investigation shall be reported in writing. Such report shall include a summary of the investigation, a conclusion and summary of the facts upon which such conclusion is based, and a recommendation as to remediation, if applicable.</p> <p>Neither the charging party nor the person accused will receive a copy of the final administrative report, although the investigator(s) will review the findings with any party, at the request of that party.</p> <p><u>Confidentiality</u></p> <p>Any students or employees involved in such an investigation shall be required to maintain strict confidentiality. The privacy of persons involved in the complaint will be kept as confidential as possible, consistent with the Unionville-Chadds Ford School District's legal obligations and the necessity to investigate allegations and to take disciplinary actions where bullying has occurred. Officials from districts sending students to the Unionville-Chadds Ford School District for athletic or other education related activities may be notified of complaints and the resolution thereof when the Superintendent deems such action necessary.</p> <p><u>Disposition Of Complaint/Consequences Of Violation</u></p> <p>All reports of bullying shall be promptly, thoroughly and confidentially investigated, and corrective action may be taken as deemed appropriate.</p> <p>A substantiated charge against a district staff member shall subject such staff member to disciplinary action, up to and including discharge.</p> <p>Any student who is found to have engaged in conduct constituting bullying may be</p>
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<p>Pol. 218</p>	<p>referred for a mandated psychiatric risk-assessment, therapeutic counseling services, up to and including outside placement and/or disciplinary action up to and including expulsion. In addition, any student found to have violated this policy may be required, as part of any discipline imposed, to participate in educational activities and/or counseling services related to bullying. Determination of the appropriate disciplinary sanctions or educational requirements shall be based upon the circumstances of each individual situation, considering the following factors, <u>and any others that seem pertinent</u>:</p> <ol style="list-style-type: none"> 1. Severity of the misconduct. 2. Pervasiveness or persistence of the misconduct. 3. Effect on the victim or victims. 4. Intent of the perpetrator. 5. Recognition of age, developmental stage, and documented exceptionalities of the perpetrator. <p>Any disciplinary action shall be subject to limitations of applicable law and reflective of IDEA (Individuals with Disabilities in Education Act).</p> <p>If the Superintendent and/or his/her designee conclude that no bullying has occurred, the parties shall be so notified. Under no circumstances shall any record of a complaint that is found to be without basis be placed in an accused student's record or released to any person other than the accused, the Superintendent, or the staff member to whom the complaint was originally made, without consent of the accused, except by order of court.</p>
<p>Pol. 218</p>	<p>If the investigation is inconclusive, the Superintendent and/or designee shall so state in his/her report. The Superintendent, at his/her discretion, may require non-disciplinary educational activities to be conducted as a result of an inconclusive investigation.</p> <p>If it is concluded that a student has made false accusations, such student shall be subject to disciplinary action, consistent with the Student Discipline Code.</p> <p><u>Appeal Procedure</u></p> <p>If the complainant or accused is not satisfied with the determination, s/he may file a written appeal to the Board of Directors of the Unionville-Chadds Ford School District.</p>