



	<p>“Bullying” means systematic harassment, attacks or intentional electronic, written, verbal or physical acts, perpetrated by a student or group of students, on another student or students, which meets all of the following criteria: an intentional electronic, written, verbal or physical act, or a series of acts directed at another student or students which:</p> <ol style="list-style-type: none"><li>1. occur during the school day, on school property, on a school vehicle, at a school-sponsored activity, or at an event or under other circumstances under the jurisdiction of the District to enable it to impose school-based discipline;</li><li>2. are severe, persistent or pervasive; and</li><li>3. include any written, verbal, or physical act including but not limited to:<ol style="list-style-type: none"><li>a) Written intimidating/threatening, and/or demeaning letters, notes, messages, emails and/or any other electronic means;</li><li>b) Verbally intimidating/threatening comments, slurs, innuendos, or taunting;</li><li>c) Visual gestures;</li><li>d) Physical hitting, slapping, kicking, pinching, or similar conduct;</li><li>e) Making reprisals, threats of reprisal, or implied threats of reprisal, social isolation or manipulation of a student;</li><li>f) Engaging in implicit or explicit coercive behavior to control, influence, or affect the health and well-being of a student; or</li><li>g) Any other behavior or acts which has the effect of substantially interfering with a student's education, creates an intimidating or threatening educational environment, or substantially disrupts the orderly operation of the school.</li></ol></li></ol> <p>“Sexual Harassment” is one specific form of Prohibited Harassment and refers to any unwelcome sexual advances or flirtations, sexual attention, requests for sexual favors, or other inappropriate verbal, visual, or physical conduct of a sexual nature when:</p> <ol style="list-style-type: none"><li>1. Submission to such conduct is made explicitly or implicitly a term or condition of a student's educational program or activities;</li><li>2. a student’s submission to or rejection of such conduct is used as the basis for academic or school activity decisions affecting that student;</li></ol>
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<p>3. Delegation of Responsibility</p>	<p>3. such conduct has the purpose or effect of unreasonably interfering with a student’s academic performance; or</p> <p>4. Such conduct has the purpose or effect of creating an intimidating, hostile or offensive educational environment.</p> <p>“Hazing” is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which results in the willful destruction or removal of public or private property for the purpose of initiation, admission into, affiliation with, or continued membership in any organization recognized by the Board.</p> <p>“Endangers the physical health” includes, but not be limited to, any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics; exposure to the elements; forced consumption of any food, alcoholic beverage, drug, or controlled substance; or other forced physical activity that could adversely affect the physical health or safety of the individual.</p> <p>“Endangers the mental health” includes, but not be limited to, any activity that would subject an individual to extreme mental stress, such as prolonged sleep deprivation; forced exclusion from social contact; or forced conduct which could result in extreme embarrassment or otherwise adversely affect the mental health or dignity of the individual.</p> <p>The Board designates the following individuals as the District’s Title IX Coordinators, who shall be responsible for coordinating the District’s compliance efforts as required by Title IX of the Education Amendments of 1972 (Title IX):</p> <p><u>For Complaints Filed by Students:</u> Director of Student Services;</p> <p><u>For Complaints Filed by Employees or Other Non-Students:</u> Director of Human Resources.</p> <p>In addition to or in lieu of following the procedures outlined below regarding the filing of complaints of Prohibited Harassment, a complainant may file a complaint with the appropriate Title IX Coordinator who shall promptly and thoroughly investigate the complaint, document the outcome of the investigation, including any recommended action items, and communicate the outcome of the investigation as required by law.</p>
<p>4. Prohibitions and Guidelines</p>	<p>All forms of Prohibited Harassment, bullying and hazing constitute unacceptable conduct in the education environment and are expressly prohibited.</p> <p>Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates. No student, coach, sponsor, volunteer, District employee, administrator, representative, agent, or contractor shall plan, direct, encourage, assist, engage in, tolerate, condone, ignore, or fail to properly report or investigate any known or reported instances of any hazing activity.</p>

Retaliation Prohibited

Retaliation against an individual who files a good faith complaint in accordance with the procedures outlined below, with a Title IX Coordinator, or against an individual who participates in or cooperates with an investigation, is prohibited. Such retaliation will result in the same disciplinary action applicable to one who engages in harassment or other prohibited conduct.

Reporting harassment or other prohibited conduct will not affect the reporting individual's status with respect to either an employee's future employment or work assignments or a student's future academic opportunity, progress or record.

Intentionally False Accusations Prohibited

False accusations of harassment or other prohibited conduct contemplated in this Policy can have a serious effect on innocent persons. Therefore, it is prohibited to intentionally falsely accuse an individual of harassment or other prohibited conduct. Such intentionally false accusations will result in disciplinary action.

Reporting and Investigating Prohibited Harassment

Each staff member shall maintain an educational environment free from all forms of Prohibited Harassment, bullying and hazing. All employees should be trained to refer complaints of Prohibited Harassment, bullying or hazing to the principal or other designated employees.

Students who have been subjected to Prohibited Harassment, bullying or hazing are encouraged to promptly report such incidents in accordance with the guidance detailed below. Students may choose to report Prohibited Harassment, bullying or hazing to the appropriate Title IX Coordinator, their building principal, teachers, counselors, nurses, administrators or other trusted adult employees.

Students, administrators, coaches, sponsors, volunteers, District employees, representatives, agents, and contactors shall be alert to incidents of Prohibited harassment, bullying and hazing and shall promptly report such conduct in accordance with the guidance detailed below.

The administration shall report the circumstances of Prohibited Harassment, bullying and hazing to law enforcement officials and the District Attorney's office as required by law and contemplated in the Memorandum of Understanding in effect with local law enforcement, and shall cooperate with the law enforcement in any subsequent investigation.

The Superintendent or designee will conduct an independent investigation and/or review to determine whether Board Policy, school rules or any provisions of the

	<p>Student Handbook or Code of Conduct were violated, and, if so, will recommend disciplinary action as appropriate.</p> <p>The Board directs that complaints of Prohibited Harassment, bullying and hazing shall be investigated promptly pursuant to the applicable complaint procedures referenced below, and corrective action shall be taken when allegations are verified.</p> <p><u>Applicable Complaint Procedures:</u></p> <p>a) Students: Board Policy and Administrative Regulation No. 219 <i>Student Complaint Process</i></p> <p>b) Administrative Employees: Board Policy and Administrative Regulation No. 357 <i>Complaint Procedure</i></p> <p>c) Professional Employees: Board Policy and Administrative Regulation No. 457 <i>Complaint Procedure</i></p> <p>d) Classified Employees: Board Policy and Administrative Regulation No. 557 <i>Complaint Procedure</i></p> <p>e) All others: Board Policy and Administrative Regulation No. 906 <i>Public Complaints</i></p> <p>The principal or designee shall annually notify students, parents/guardians, coaches, sponsors, volunteers and District staff and agents that Prohibited Harassment, bullying, and hazing activities of any type are prohibited. This notification shall be by various methods which may include: publication of the written Policy on the District’s publicly accessible website, in coaches’ handbooks, activity sponsor handbooks, student codes of conduct, faculty handbooks, and parent/guardian handbooks, as well as presentations to students and staff when appropriate.</p> <p><u>Confidentiality</u></p> <p>In all phases of the complaint resolution process, every reasonable effort shall be made to maintain the confidentiality and protect the privacy of all parties, consistent with the District’s responsibility to investigate and address such complaints. However, even if one or more of the parties may have requested confidentiality, the request may not be honored if their safety and/or the safety of others may be compromised.</p> <p><u>Employees and Agents</u></p> <p>A substantiated violation of criminal law, Board Policy, or code of conduct against a District employee or agent will subject such employee or agent to disciplinary</p>
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action, up to and including discharge, whether or not criminal charges, if any, are substantiated.

Supervisors who either condone or fail to act or otherwise follow appropriate procedures regarding Prohibited Harassment, bullying or hazing brought to their attention also will be subject to disciplinary action.

Staff members who become aware of Prohibited Harassment, bullying or hazing involving a student and fail to report the complaint to the building principal or other designated individual will be subject to disciplinary action.

Students

A substantiated charge against a student shall subject such student to disciplinary action, up to and including suspension or expulsion.

Implementation

The Superintendent is responsible for implementing this Policy. Implementation will include, but is not limited to, the following activities:

1. Education

a. The Superintendent or Superintendent's designee(s) will plan and implement appropriate programs to educate staff and students about Prohibited Harassment, bullying and hazing and about this Policy and its procedures.

b. Programs for staff will include mandatory training seminars or in-service programs which will reach all professional and support staff.

c. Programs for students will be age appropriate.

2. Communication

a. The Superintendent or Superintendent's designee(s) will implement a plan to communicate this Policy to students, parents/guardians, coaches, sponsors, volunteers and District staff and agents with such frequency and in such a form as to ensure that all such individuals are aware of the various forms that Prohibited Harassment, bullying and hazing can take, the District's prohibition against such conduct, and the procedures that are available to report prohibited conduct and enforce this Policy.

Legal References

	<p>Pennsylvania Hazing Law: 24 P.S. Sec. Education Amendments of 1972, § 901 et seq., 20 U.S.C.A. § 1681 et seq.</p> <p>Cross Reference: Board Policy and Administrative Regulation No. 816-A “Acceptable Use Policy: Student Use of the Computers, Network, Internet, Electronic Communications and Information Systems”</p>
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