

Kremlin-Hillsdale District Policy for Prevention of Bullying at School

70 O.S. §§ 24-100.4 and 100.5

I. Prohibition of Incidents of Bullying

- * All bullying of any person at school is prohibited
 - * Students
 - * Teachers
 - * All Staff
 - * Guests
- * Includes incidents instigated by use of electronic communication specifically directed at students or school personnel (Facebook, Twitter, Snapchat, etc.)

II. Definitions

- * **“At School”** means on school grounds, in school vehicles, at school-sponsored activities, or at school-sanctioned events
- * **“Bullying”** means any pattern of harassment, intimidation, threatening behavior, physical acts, verbal communication, or electronic communication directed toward a student or group of students that results in or is reasonably perceived as being done with the intent to cause negative educational or physical results or interfere with the school’s educational mission or the education of any student

II. Definitions

- * **“Electronic Communication”** means the communication of any written, verbal, or pictorial information or video content by means of an electronic device, including, but not limited to, a telephone, mobile or cellular phone, or other wireless telecommunication device, or a computer
- * **“Threatening Behavior”** means any pattern of behavior or isolated action, whether or not it is directed at another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property

III. School Bullying Prevention and Intervention

- * Bullying Prevention Officer:
 - * Mrs. Jenny Smithson, Guidance Counselor, Kremlin-Hillsdale Public Schools
 - * Ultimately all reports of bullying will arrive at Mrs. Smithson
 - * Mrs. Smithson will coordinate any investigations of bullying with the appropriate people

IV. Reporting Incidents of Bullying

- * District Bullying Report Form
- * Where do you get it?
 - * Office
 - * Every teacher should have a copy
 - * On the school website
- * Who do you turn it in to?
 - * Anybody that works for the school (administrators, teachers, secretaries, teacher aides, janitors, bus drivers... ANYBODY that works for the school.)

IV. Reporting Incidents of Bullying

- * Who may report bullying?
 - * Students
 - * Parents
 - * School employees
 - * Member of the public
 - * ANYBODY that has reliable information that would lead a reasonable person to suspect that an individual at the school is the target of bullying

IV. Reporting Incidents of Bullying

- * Will my friends know I'm the one who reported?
 - * NO... all reports of bullying will be kept confidential to the extent necessary to ensure compliance with the provisions of the Family Education and Privacy Rights Act (FERPA) and to protect students who report incidents of bullying from retaliation

IV. Reporting Incidents of Bullying

- * Do I have to put my name on the form?
 - * NO... you may report incidents of bullying anonymously. However, an anonymous report shall not be the sole basis for formal disciplinary action in response to an incident of bullying
 - * Basically, we cannot fully investigate an incident of bullying without being able to talk to all parties involved (bully, victim, witnesses). If the accused denies the incident, and we don't have anybody else to talk to, we can't do a whole lot. **HELP US, HELP YOU**

V. Response to Reported Incidents of Bullying

- * What happens after I report a bullying incident?
 - * The Bullying Prevention Officer (BPO) will take steps to:
 - * Separately interview individuals involved in the incident and witnesses to the incident and ensure the safety of all individuals involved
 - * Locate and secure any records or physical evidence
 - * Notify the parents of all students involved and the steps taken to ensure the safety of the students involved
 - * Contact law enforcement if needed

VI. Investigation, Determination, and Documentation of Reported Bullying

- * An investigation will be initiated within 3 school days of the receipt of a report of an incident of bullying
- * Upon completion of review of all facts alleged and all available evidence, a determination as to whether the incident could be verified will be issued
- * Upon completion of the investigation, the school will promptly notify the parents of the findings of the investigation and any proposed consequences and/or remedial measures as allowed by privacy laws

VII. Revediation and Consequences for Incidents of Bullying

- * What happens if I am guilty of bullying?
 - * The following are examples of what may happen. This is not an ordered list. Any consequences from this list may be imposed to fit the incident most appropriately
 - * Verbal or written warnings
 - * Conferences with parent(s)
 - * Detention
 - * Loss of school privileges
 - * Course and/or teacher reassignment
 - * Prohibition of suspension of participation in school activities
 - * In-school or out-of-school suspension
 - * Restitution of a victim's property that has been damaged
 - * REFERRAL TO LAW ENFORCEMENT

REVIEW

- * What is bullying?
- * Can bullying outside of school be handled in school?
- * Who do I report bullying to?
- * How do I report bullying?
- * When should I report bullying?

- * QUESTIONS???



- * To report bullying:

- * Fill out the Bullying Report Form and return to a school employee.

- * Email to Mrs. Novosad at novosadf@kremlin.k12.ok.us or Mr. Neal at nealk@kremlin.k12.ok.us