ENFIELD PUBLIC SCHOOLS ENFIELD, CONNECTICUT

BULLYING PREVENTION AND INTERVENTION POLICY

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7 The Enfield Board of Education is committed to creating and maintaining an 8 educational environment that is physically, emotionally and intellectually safe and 9 thus free from bullying, harassment and discrimination. In accordance with state 10 law and the Board's Safe School Climate Plan, the Board expressly prohibits any 11 form of bullying behavior on school grounds; at a school-sponsored or school-12 related activity, function or program, whether on or off school grounds; at a school 13 bus stop; on a school bus or other vehicle owned, leased or used by a local or 14 regional board of education; or through the use of an electronic device or an 15 electronic mobile device owned, leased or used by Board of Education.

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17 The Board also prohibits any form of bullying behavior outside of the school setting 18 if such bullying (i) creates a hostile environment at school for the student against 19 whom such bullying was directed, (ii) infringes on the rights of the student against 20 whom such bullying was directed at school, or (iii) substantially disrupts the 21 education process or the orderly operation of a school. Discrimination and/or 22 retaliation against an individual who reports or assists in the investigation of an 23 act of bullying is likewise prohibited.

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Students who engage in bullying behavior shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

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For purposes of this policy, "**Bullying**" means the repeated use by one or more students of a written, verbal or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

34 35 1) causes physical or emotional harm to such student or damage to 36 such student's property; 37 38 2) places such student in reasonable fear of harm to himself or herself, 39 or of damage to his or her property; 40 41 3) creates a hostile environment at school for such student; 42 43 4) infringes on the rights of such student at school; or 44 45 5) substantially disrupts the education process or the orderly operation 46 of a school. 47 48 Bullying shall include, but not be limited to, a written, verbal or electronic

49 communication or physical act or gesture based on any actual or perceived

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differentiating characteristics, such as race, color, religion, ancestry, national 50 51 origin, gender, sexual orientation, gender identity and expression, socioeconomic 52 status, academic status, physical appearance, or mental, physical, developmental 53 or sensory disability, or by association with an individual or group who has or is 54 perceived to have one or more of such characteristics. 55 56 For purposes of this policy, "Cyberbullying" means any act of bullying through the 57 use of the Internet, interactive and digital technologies, cellular mobile telephone or 58 other mobile electronic devices or any electronic communications. 59 60 Consistent with the requirements under state law, the Enfield Board of Education 61 authorizes the Superintendent or his/her designee(s), along with the Safe School 62 Climate Coordinator, to be responsible for developing and implementing a Safe 63 School Climate Plan in furtherance of this policy. As provided by state law, such 64 Safe School Climate Plan shall include, but not be limited to provisions which: 65 66 (1) Enable students to anonymously report acts of bullying to school 67 employees and require students and the parents or guardians of 68 students to be notified annually of the process by which students may 69 make such reports; 70 71 (2) enable the parents or guardians of students to file written reports of 72 suspected bullying; 73 74 (3) require school employees who witness acts of bullying or receive reports 75 of bullying to orally notify the safe school climate specialist, or another 76 school administrator if the safe school climate specialist is unavailable. 77 not later than one school day after such school employee witnesses or 78 receives a report of bullying, and to file a written report not later than 79 two school days after making such oral report; 80 81 (4) require the safe school climate specialist to investigate or supervise the 82 investigation of all reports of bullying and ensure that such investigation 83 is completed promptly after receipt of any written reports made under 84 this section; 85 86 (5) require the safe school climate specialist to review any anonymous 87 reports, except that no disciplinary action shall be taken solely on the 88 basis of an anonymous report; 89 90 (6) include a prevention and intervention strategy for school employees to 91 deal with bullying; 92 93 (7) provide for the inclusion of language in student codes of conduct 94 concerning bullying; 95 96 (8) require each school to notify the parents or guardians of students who 97 commit any verified acts of bullying and the parents or guardians of 98 students against whom such acts were directed not later than forty-eight 99 hours after the completion of the investigation;

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100 101 102 103 104 105 106 107	(9)	require each school to invite the parents or guardians of a student who commits any verified act of bullying and the parents or guardians of the student against whom such act was directed to a meeting to communi- cate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and to prevent further acts of bullying;
108 109 110 111 112 113 114	(10)	establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;
114 115 116 117 118 119	(11)	direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;
119 120 121 122	(12)	prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying;
122 123 124 125 126 127	(13)	direct the development of student safety support plans for students against whom an act of bullying was directed that address safety measures the school will take to protect such students against further acts of bullying;
128 129 130 131 132	(14)	require the principal of a school, or the principal's designee, to notify the appropriate local law enforcement agency when such principal, or the principal's designee, believes that any acts of bullying constitute criminal conduct;
133 134 135 136 137 138 139 140 141 142 143	(15)	prohibit bullying (A) on school grounds, at a school-sponsored or school- related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional board of education, and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;
144 145 146 147 148	(16)	require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of the school district's safe school climate plan; and

- (17) require that all school employees annually complete the training described in Conn. Gen. Stat. §10-220a.

The notification required pursuant to subdivision (8) (above) and the invitation required pursuant to subdivision (9) (above) shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying. Any information provided under this policy or accompanying Safe School Climate Plan shall be provided in accordance with the confidentiality restrictions imposed under the Family Educational Rights Privacy Act ("FERPA") and the district's Confidentiality and Access to Student Information policy and regulations. Not later than January 1, 2012, the Enfield Board of Education shall approve the Safe School Climate Plan developed pursuant to this policy and submit such plan to the Department of Education. Not later than thirty (30) calendar days after approval by the Board, the Board shall make such plan available on the Board's and each individual school in the school district's web site and ensure that the Safe School Climate Plan is included in the school district's publication of the rules, procedures and standards of conduct for schools and in all student handbooks. Legal References: Public Act 11-232, An Act Concerning the Strengthening of School Bullying Laws Conn. Gen. Stat. 10-145a Conn. Gen. Stat. 10-1450 Conn. Gen. Stat. 10-220a Conn. Gen. Stat. § 10-222d Conn. Gen. Stat. 10-222g Conn. Gen. Stat. 10-222h Conn. Gen. Stat. §§ 10-233a through 10-233f **Policy Adopted:** December 10, 2002 **Policy Revised:** November 25, 2008 **Policy Revised:** January 24, 2012