

CENTRAL MONTCO TECHNICAL HIGH SCHOOL

SECTION: PUPILS

TITLE: BULLYING/CYBERBULLYING

ADOPTED: October 13, 2009

REVISED:

| 249. BULLYING/CYBERBULLYING | |
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| <p>1. Purpose</p> | <p>The Central Montco Technical High School is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Bullying like other disruptive or violent behaviors, is conduct that disrupts both a student’ ability to learn and a school’s ability to education its students in a safe environment. Therefore, it shall be the policy of this school to maintain an educational environment that is intolerant of bullying in any form.</p> <p>This policy seeks to promote positive interpersonal relationships between all members of the school community. It shall be a violation of this policy for any student or staff member to bully another while attending school or school sponsored events, in school vehicles, using school equipment/technology, at a designated bus stop or traveling to or from school. It shall also be a violation of this policy for any school staff member to tolerate bullying during school or at a school sponsored event, in school vehicles, or at a designated bus stop.</p> |
| <p>2. Definitions SC 1303.1-A Pol. 815</p> | <p>Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student, students, or staff which occurs in a school setting.</p> <p>The bullying act must be severe, persistent or pervasive and has the effect of doing any of the following:</p> <ol style="list-style-type: none"> 1. Substantial interference with a student’s education. 2. Creating of a threatening environment. 3. Substantial disruption of the orderly operation of the school <p>Bullying, as defined in this policy includes cyberbullying.</p> <p>School setting means in the school, on school grounds, in school vehicles, using school equipment/technology, at a designated bus stop, traveling to or from school or at any activity sponsored, supervised or sanctioned by the school.</p> |
| <p>3. Authority SC 1303.1-A P.L. 394, No. 36 22 Pa. Code 12.4</p> | <p>To ensure such an environment, the Central Montco Technical High School 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 the Student Rights and Responsibilities.</p> |

4. Guidelines

Reporting Procedures

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. This information will be provided in any of the following means:

1. Yearly notification to the students and staff of this policy
2. Presentation at an assembly/class meeting.
3. Publication in handbooks.
4. Posting of signs/notice.

In addition, reporting procedures will be put in place for use by parents, students and community members. Complaints may be reported directly to a classroom teacher, principal, guidance counselor or school administrator.

Any employee of the school who observes bullying or receives reports of it is required to act immediately to protect the alleged victim and to immediately forward an Incident Report to the principal or designee for prompt investigation. It shall be the responsibility of the Principal to investigate promptly and thoroughly any and all bullying complaints received or referred by other staff and to make recommendations based upon that investigation.

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.

If the investigation results in a substantiated charge of bullying, the school shall take prompt corrective action to ensure the bullying ceases and will not recur.

Education

The school may develop and implement bullying prevention and intervention programs. Such programs shall provide school staff and student with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.

Disposition of Complaint/Consequences of Violation

All reports of bullying shall be promptly, thoroughly investigated, and corrective action may be taken as deemed appropriate. Upon learning about a bullying incident, the principal or designee shall interview students involved in the incident(s), and thoroughly investigate. This investigation may include interviews with students, parents and school staff, and the review of school records. In some instances, the staff of the Student's home District may participate in the investigation. In all instances, where a formal bullying investigation commences, the home school districts of the involved students will be notified of the bullying investigation.

A substantiated charge against a school staff member shall subject such staff member to disciplinary action, up to and including discharge.

Determination of the appropriate disciplinary sanctions or educational requirement shall be based upon the circumstances of each individual situation, considering the following factors, and any others that seem pertinent:

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.

Consequences of Violations

A student who violates this policy shall be subject to appropriate disciplinary action which may include a parent conference, detention, suspension, removal from the technical school program, or any other disciplinary consequences provided by the Central Montco Technical High School

Any disciplinary action shall be subject to limitations of applicable law and reflective of the Individuals with Disabilities Education Improvement Act.

Retaliation Prohibited

Retaliation or reprisal against any person who reports bullying incidents(s) is strictly prohibited. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment used against a person who reports, in good faith, incident(s) of bullying. Disciplinary action against any person who retaliates or engages in reprisal or reporting such behavior(s) may include sanctions up to and including expulsion/suspension/outplacement for students and termination for staff engaging in such prohibited conduct.

The school shall make this policy available on its publicly accessible Internet website and shall post a copy of the policy guidelines in each classroom. The school shall also ensure that this policy is reviewed with students a minimum of one (1) time per school year. The school shall review this policy every three (3) years.