

STUDENTS: BULLYING, HARASSMENT, OR INTIMIDATION

I. DEFINITIONS

A. BULLYING

1. A PERSON IS BULLIED WHEN HE/SHE IS EXPOSED TO INTENTIONAL NEGATIVE ACTIONS ON THE PART OF ONE OR MORE STUDENTS, AND WHOSE ABILITY TO PARTICIPATE IN OR BENEFIT FROM THE SCHOOL'S EDUCATIONAL PROGRAMS OR ACTIVITIES IS ADVERSELY AFFECTED. BULLYING OFTEN OCCURS REPEATEDLY AND OVER TIME.

B. HARASSMENT

1. A PERSON IS HARASSED WHEN HE/SHE PERCEIVES OR ACTUALLY EXPERIENCES DISCOMFORT WITH IDENTITY ISSUES IN REGARD TO RACE, COLOR, NATIONAL ORIGIN, GENDER, DISABILITY, SEXUAL ORIENTATION, RELIGION, OR OTHER IDENTIFYING CHARACTERISTICS, AND WHOSE ABILITY TO PARTICIPATE IN OR BENEFIT FROM THE SCHOOL'S EDUCATIONAL PROGRAMS OR ACTIVITIES IS ADVERSELY AFFECTED.

C. INTIMIDATION

1. A PERSON IS INTIMIDATED WHEN HE/SHE IS SUBJECTED TO INTENTIONAL ACTION THAT SERIOUSLY THREATENS AND INDUCES A SENSE OF FEAR AND/OR INFERIORITY, AND WHOSE ABILITY TO PARTICIPATE IN OR BENEFIT FROM THE SCHOOL'S EDUCATIONAL PROGRAMS OR ACTIVITIES IS ADVERSELY AFFECTED.

D. ELECTRONIC COMMUNICATION

1. A COMMUNICATION TRANSMITTED BY MEANS OF AN ELECTRONIC DEVICE, INCLUDING A TELEPHONE, CELLULAR PHONE, COMPUTER, OR PAGER.

E. RETALIATION

1. AN ACT OF REPRISAL OR GETTING BACK AT A PERSON FOR AN ACT HE/SHE HAS COMMITTED.

II. TYPES OF BULLYING

A. DIRECT BULLYING, HARASSMENT, OR INTIMIDATION

1. BEHAVIORS SUCH AS, BUT NOT LIMITED TO, PHYSICAL (HITTING, KICKING), VERBAL (NAME CALLING, TEASING), NON-VERBAL (REJECTING, DEFAMING, TERRORIZING), AND SEXUAL (VOYEURISM, ASSAULT).

B. INDIRECT BULLYING, HARASSMENT, OR INTIMIDATION

1. BEHAVIORS SUCH AS, BUT NOT LIMITED TO, PHYSICAL (GETTING ANOTHER PERSON TO ASSAULT SOMEONE), VERBAL (SPREADING RUMORS, GOSSIP), AND NON-VERBAL (DELIBERATE EXCLUSION FROM A GROUP).

C. CYBER BULLYING

1. HARASSING, HUMILIATING, INTIMIDATING, OR THREATENING OTHERS ON THE INTERNET OR VIA CELLULAR PHONES OR OTHER TECHNOLOGY AVAILABLE TO YOUTH (E.G., E-MAILS, TEXT MESSAGING, WEB PAGES, INSTANT MESSAGING, AND OTHER ELECTRONICALLY COMMUNICATED MESSAGES).

III. PROCEDURES FOR TRAINING

- A. THE DEPARTMENT OF STUDENT SUPPORT SERVICES WILL PROVIDE ANNUAL TRAINING ON BULLYING, HARASSMENT, OR INTIMIDATION FOR SCHOOL STAFF.

- B. THE DEPARTMENT OF STUDENT SUPPORT SERVICES WILL OFFER TRAINING THROUGHOUT THE YEAR ON BULLYING, HARASSMENT, OR INTIMIDATION REDUCTION STRATEGIES.

- C. THE DEPARTMENT OF STUDENT SUPPORT SERVICES WILL PROVIDE THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE TRAINING ON USING THE INTRANET ON REPORTING AND INVESTIGATING.

IV. PROCEDURES FOR REPORTING BY SCHOOLS

- A. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL MAKE THE STATE VICTIM REPORTING FORM, *BULLYING, HARASSMENT, OR INTIMIDATION REPORTING FORM*, AVAILABLE IN ALL SCHOOLS, NOTIFYING STUDENTS, SCHOOL STAFF, AND PARENTS/GUARDIANS OF ITS AVAILABILITY AT THE SCHOOL.
- B. THE DEPARTMENT OF STUDENT SUPPORT SERVICES WILL MAKE THE STATE VICTIM REPORTING FORM, *BULLYING, HARASSMENT, OR INTIMIDATION REPORTING FORM*, AVAILABLE ELECTRONICALLY FROM THE BALTIMORE COUNTY PUBLIC SCHOOLS' (BCPS) WEB SITE.
- C. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL INCLUDE THE STATE VICTIM REPORTING FORM, *BULLYING, HARASSMENT, OR INTIMIDATION REPORTING FORM*, IN THE BEGINNING OF THE YEAR SCHOOL PACKETS FOR STUDENTS AND THEIR PARENTS/GUARDIANS.
- D. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL DISCUSS THE STATE *VICTIM REPORT FORM* WITH STUDENTS AS PART OF THE *STUDENT HANDBOOK* PRESENTATION.
- E. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL PROVIDE A SECURE LOCATION WHERE A STUDENT MAY SUBMIT A COMPLETED *BULLYING, HARASSMENT, OR INTIMIDATION REPORTING FORM* IF THE STUDENT FEELS UNCOMFORTABLE SUBMITTING THE REPORTING FORM IN PERSON.

V. PROCEDURES FOR INVESTIGATING

- A. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL INVESTIGATE ALL VICTIM REPORTS FILED BY THE STUDENTS, PARENTS/GUARDIANS, CLOSE RELATIVES, OR SCHOOL STAFF AND COMPLETE THE ENTRY OF THE VICTIM REPORT AND THE

RULE 5580

INVESTIGATION REPORT LOCATED ON THE INTRANET WITHIN FOURTEEN (14) SCHOOL DAYS AFTER RECEIPT OF A REPORTING FORM.

- B. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL NOTIFY PARENTS/GUARDIANS IN WRITING OF THE VICTIM(S) AND OFFENDER(S) INVOLVED IN THE INCIDENT, AS APPROPRIATE. SEE LETTERS IN PS 125, *REPORT AND COMPLAINT PROCEDURES: SEXUAL DISCRIMINATION AND/OR HARASSMENT, DISCRIMINATION AND/OR HARASSMENT BASED ON RACE, NATIONAL ORIGIN, DISABILITY, AND/OR RELIGION.*
- C. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL NOTIFY PARENTS/GUARDIANS IN WRITING THE RESOLUTION OF THE CASE IN COMPLIANCE WITH PS 125, *REPORT AND COMPLAINT PROCEDURES: SEXUAL DISCRIMINATION AND/OR HARASSMENT, DISCRIMINATION AND/OR HARASSMENT BASED ON RACE, NATIONAL ORIGIN, DISABILITY, AND/OR RELIGION.*
- D. THE PRINCIPAL OR THE PRINCIPAL'S DESIGNEE WILL APPLY CONSEQUENCES AND/OR REMEDIAL ACTIONS AS DEEMED APPROPRIATE.

VI. PREVENTION, CONSEQUENCES, AND REMEDIAL ACTIONS

- A. PREVENTION AND INTERVENTION SUPPORT AND RESOURCES THAT ADDRESS BULLYING, HARASSMENT, OR INTIMIDATION ARE OUTLINED IN BOARD OF EDUCATION POLICY AND SUPERINTENDENT'S RULE 5510.
- B. CONSEQUENCES AND REMEDIAL ACTIONS FOR PERSONS COMMITTING ACTS OF BULLYING, HARASSMENT, OR INTIMIDATION, FOR PERSONS ENGAGED IN REPRISAL OR RETALIATION, AND FOR PERSONS FOUND TO HAVE MADE FALSE ACCUSATIONS SHOULD BE CONSISTENTLY AND FAIRLY APPLIED AFTER APPROPRIATE INVESTIGATION HAS DETERMINED THAT SUCH AN OFFENSE HAS OCCURRED.
- C. BULLYING, HARASSMENT, OR INTIMIDATION OF ANY PERSON ON SCHOOL PROPERTY, OR ON A SCHOOL BUS, OR AT A SCHOOL-SPONSORED ACTIVITY, OR BY THE USE OF

RULE 5580

ELECTRONIC TECHNOLOGY AT A PUBLIC SCHOOL WILL
RESULT IN CONSEQUENCES CONSISTENT WITH POLICY 5550.

RELATED POLICIES: *BOARD OF EDUCATION POLICY 5510, POSITIVE
BEHAVIOR*
 *BOARD OF EDUCATION POLICY 5550, DISRUPTIVE
BEHAVIOR*

LEGAL REFERENCE: *ANNOTATED CODE OF MARYLAND, EDUCATION
ARTICLE §7-424.1*

RULE
ADOPTED: _____

SUPERINTENDENT OF SCHOOLS