



Statement of
POLICY

Number: AS98
Effective: 10/28/14
Revision:
Reviewed:

SUBJECT: Bullying and Cyberbullying

I. Board Directive

Jordan School District is committed to providing a safe and civil school environment in which all members of the school community are treated with dignity and respect. The Board, therefore, delegates to the District Administration responsibility for establishing policy regarding bullying and cyberbullying.

II. Administrative Policy

The Administration shall take appropriate disciplinary action when students or employees engage in bullying or cyberbullying.

A. Definitions

1. **Bullying:** aggressive behavior that is intentional and that involves an imbalance of power or strength. A student or employee is being bullied or victimized when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more students or employees.
 - a. Physical bullying including but not limited to hitting and/or punching
 - b. Verbal bullying including but not limited to teasing or name calling
 - c. Non-verbal or emotional bullying including but not limited to intimidation through gestures, social exclusion and relational aggression
 - d. The conduct described above constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.
2. **Cyberbullying:** aggressive behavior that is sent via internet, cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.
3. **Harassment:** repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for the individual (See [Policy AS94—Student Discrimination and Harassment](#) and DP358—Employee Discrimination and Harassment).
4. **Retaliation:** an act of communication intended:

- a. As retribution against a person for reporting bullying, cyberbullying, or harassment; or
- b. To improperly influence the investigation of, or the response to, a report of bullying.

B. Prohibitions

1. No school employee, student, or patron may engage in bullying, cyberbullying or harassing a school employee or student:
 - a. On school property
 - b. At a school related or sponsored event
 - c. On a school bus
 - d. At a school bus stop
 - e. While the school employee or student is traveling to or from a location or event described above.
2. No school employee or student may engage in cyberbullying a school employee or student at any time or in any location.
3. No school employee or student may engage in retaliation against:
 - a. A school employee
 - b. A student
 - c. An investigator for, or witness of, an alleged incident of bullying, harassment, cyberbullying, or retaliation
4. No school employee or student may make a false allegation of bullying, cyberbullying, harassment, or retaliation against a school employee or student.
5. Any bullying, cyberbullying, or harassment, that is found to be targeted at a federally protected class is further prohibited under federal anti-discrimination laws and is subject to compliance regulations from the Office for Civil Rights (see [Policy AS94—Student Discrimination and Harassment](#)).

C. Guidelines

1. Each reported complaint shall include:
 - a. Name of complaining party
 - b. Name of offender (if known)
 - c. Date and location of incident(s)
 - d. A statement describing the incident(s), including names of witnesses (if known)
2. Each reported violation of the prohibitions noted previously shall be promptly investigated by a school administrator or an individual designated by a school administrator. Formal disciplinary action is prohibited based solely on an anonymous report of bullying, hazing, or retaliation.
3. Violations of the prohibitions noted previously may fall under [District Policy AS67—Discipline of Students](#) and the consequence(s) may include but are not limited to:
 - a. Student suspension or removal from a school-sponsored team or activity, including school-sponsored transportation;
 - b. Student referral, under [District Policy AS67—Discipline of Students](#), or a lesser disciplinary action which may merit student suspension or expulsion from school
 - c. Employee suspension or termination for cause or lesser disciplinary action
 - d. Employee reassignment

- e. Other action against student or employee as applicable
4. Action to include when appropriate:
- a. Procedures for protecting the victim and other involved individuals from being subjected to:
 - i. further bullying, cyberbullying, or harassment
 - ii. retaliation for reporting the bullying, cyberbullying and harassment
 - b. Referral of victim and/or aggressor to school psychologist, counselor, or other appropriate support personnel
 - c. Procedures for a fair and timely opportunity for the accused to explain the accusations and defend his/her actions prior to student or employee discipline.
 - d. Incidents of bullying, cyberbullying, harassment, and retaliation will be reported to the Superintendent or Superintendent's designee.
 - e. Procedures for providing local employee discipline rights under DP 316—Orderly Termination Procedures for employee discipline and [District Policy AS67 –Discipline of Students](#) prior to long-term (more than 10 days) student discipline should be followed as appropriate.
- D. Training and Additional Considerations
The training of school employees shall include training regarding bullying, cyberbullying, harassment, and retaliation.

These policies have been developed and approved by the Jordan School District Board of Education for exclusive use within Jordan School District. Any use by a person or organization outside of Jordan School District is not authorized by the school district. Jordan School District bears no responsibility for such unauthorized use or adaptation of the policies of Jordan School District. Any party copying or revising these policies for its own use does so at its own risk and responsibility as to applicability and legal sufficiency.

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