

Anti-Bullying Policy

1. Bullying committed by students toward other students is strictly prohibited. Engaging in bullying conduct described in this rule by use of data or computer software that is accessed through any computer, any computer system, or any computer network is also prohibited.
2. For purposes of this policy, bullying is defined as overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner including electronically or digitally, physical acts committed, aggression, or any other similar behaviors that are committed by a student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the targeted student and create for the targeted student an objectively hostile school environment that:
 - a. places the targeted student in reasonable fear of harm to the targeted student's person or property;
 - b. has a substantially detrimental effect on the targeted student's physical or mental health;
 - c. has the effect of substantially interfering with the targeted student's academic performance; or
 - d. has the effect of substantially interfering with the targeted student's ability to participate in or benefit from the services, activities, and privileges provided by the school.
3. Bullying does not include the following:
 - a. participating in a religious event;
 - b. acting in an emergency involving the protection of a person or property from an imminent threat of serious bodily injury or substantial danger;
 - c. participating in an activity consisting of the exercise of a student's freedom of speech rights;
 - d. participating in an activity conducted by a nonprofit or governmental entity that provides recreation, education, training, or other care under the supervision of one (1) or more adults;
 - e. participating in an activity undertaken at the prior written direction of the student's parent; or
 - f. engaging in interstate or international travel from a location outside Indiana to another location outside Indiana.
4. This rule may be applied regardless of the physical location of the bullying behavior when a student committing the bullying behavior and the targeted student attend a school within the school corporation and disciplinary action is reasonably necessary to

avoid substantial interference with school discipline or prevent an unreasonable threat to the rights of other students to a safe and peaceful learning environment.

5. Any student or parent who has knowledge of conduct in violation of this rule or any student who feels he/she has been bullied in violation of this rule should immediately report the conduct to the principal who has the responsibility for all investigations of student misconduct including bullying. A student may also report the conduct to a teacher or counselor who will be responsible for notifying the principal. This report may be made anonymously using the box located across the hall from the elementary and high school offices.
6. The principal shall investigate immediately all reports of bullying made pursuant to the provisions of this policy. Such investigation will be expedited and must include any action or appropriate responses that may be taken immediately to address the bullying conduct wherever it takes place. Information relating to the investigation will be gathered using means including, but not limited to the following: witness interviews, request for written witness statements, record identification and review, and an assessment of whether bullying occurred. Investigations will be initiated immediately and will ordinarily be completed within thirty (30) calendar days. The parents of the bully and the targeted student(s) shall be notified initially of the reported behaviors and subsequently notified on a regular, periodic basis of the progress and the findings of the investigation and of any remedial action that has been taken.
7. The principal will be responsible for working with the school counselor and other community resources that may be available to provide information and/or follow-up services to support the targeted student and to educate the student engaging in bullying behavior on the effects of bullying and the prevention of bullying. In addition, the principal and school counselor will be responsible for determining if the bullying behavior is a violation of law required to be reported to law enforcement under Indiana law based upon their reasonable belief. Such determination should be made as soon as possible and once this determination is made, the report should be made immediately to law enforcement. The school principal is also responsible for reporting any incidents of bullying to Child Protective Services that constitute abuse as dictated by current law.
8. False reporting of bullying conduct as defined in this rule by a student shall be considered a violation of this rule and will result in any appropriate disciplinary action or sanctions (including suspension and/or expulsion) if the investigation of the report finds it to be false.

9. A violation of this rule prohibiting bullying may result in any appropriate disciplinary action or sanction, including suspension and/or expulsion.
10. Failure by a school employee who has a responsibility to immediately report bullying to the principal or any other appropriate administrator or to investigate bullying or any other duty under this rule to carry out such responsibility or duty will be subject to appropriate disciplinary action, up to and including dismissal from employment with the school corporation.
11. Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the bullying.
12. Educational outreach training will be provided to school personnel, students and volunteers concerning the identification, prevention, and intervention in bullying.
13. All schools in the corporation are encouraged to engage students, staff, and parents in meaningful discussions about the negative aspects of bullying. The parent involvement may be through parent organizations already in place in each school.