

ANIMAS PUBLIC SCHOOLS ANTI-BULLYING POLICY

July 2007

“When students are afraid to attend school/classes they cannot learn. Bullying prevention programs can help to provide a safe environment in which teachers can teach and students can learn. When a student is *bullied* his or her ability to participate in and benefit from the school’s educational programs or activities is adversely affected.”
(NMPED; School District Anti-Bullying Policy Guidance Document)

The Animas Public Schools Board of Education believes that providing an educational environment for all students, employees, volunteers, and families, free from harassment, intimidation, or bullying supports a total learning experience that promotes personal growth, healthy interpersonal relationships, wellness, and freedom from discrimination and abuse. Therefore, harassment, intimidation or bullying are forms of dangerous and disrespectful behavior that will not be tolerated.

Definitions:

“Bullying” means any repeated and pervasive written, verbal or electronic expression, physical act or gesture, or a pattern thereof, that is intended to cause distress upon one or more students in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or sanctioned events. Bullying includes, but is not limited to, hazing, harassment, intimidation or menacing acts of a student which may, but need not be based on the student’s race, color, sex, ethnicity, national origin, religion, disability, age or sexual orientation.

“Harassment” means knowingly pursuing a pattern of conduct that is intended to annoy, alarm or terrorize another person.

“Disability Harassment” is defined as intimidation or abusive behavior toward a student based on disability that creates a hostile environment by interfering with or denying a student’s participation in or receipt of benefits, services, or opportunities in the district. Harassment and Disability Harassment include but are not limited to:

- Verbal acts, teasing, use of sarcasm, jokes;
- Name-calling, belittling;
- Nonverbal behavior such as graphic or written statements;
- Conduct that is physically threatening, harmful, or humiliating; or
- Inappropriate physical restraint by adults.

“Racial Harassment” consists of physical or verbal conduct relating to an individual’s race when the conduct:

- Has the purpose or effect of creating an intimidating, hostile, or offensive academic environment;
- Has the purpose or effect of substantially or unreasonably interfering with an individual’s academic performance; or
- Otherwise adversely affects an individual’s academic opportunities.

“Sexual Harassment” means any unwelcome sexual advances, requests for sexual favors, or other inappropriate verbal, written, or physical conduct of a sexual nature. Sexual harassment may take place under any of the following circumstances:

- When submission to such conduct is made, explicitly or implicitly, a term or condition of obtaining an education; or
- Submission to or rejection of that conduct or communication by an individual is used to factor in decisions affecting that individual’s education; or
- That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual’s education, or creating an intimidating, hostile or offensive educational environment.

“Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a risk of harm to a person, in order for that student to be initiated into or affiliated with a student organization, or for any other purpose. Hazing includes but is not limited to:

- Any type of physical brutality such as whipping, beating, striking, branding, shocking, or placing a harmful substance on the body.
- Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subject the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, embarrassment, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
- Any activity that causes or requires the student to perform a task that involves a violation of state or federal law, or district policies.

Notice of Prohibition Against Bullying and Anti-Bullying Interventions

1. The prohibition against bullying shall be publicized by including the following statement in the student handbook(s):

“Bullying behavior by any student in the Animas Public School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. “Bullying” means any repeated and pervasive written, verbal or electronic expression, physical act or gesture, or a pattern thereof, that is intended to cause distress upon one or more students in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or

sanctioned events. Bullying includes, but is not limited to, hazing, harassment, intimidation or menacing acts of a student which may, but need not be based on the student’s race, color, sex, ethnicity, national origin, religion, disability, age or sexual

orientation that a reasonable person under the circumstances should know will have the effect of:

- Placing a student in reasonable fear of physical harm or damage to the student's property; or
- Physically harming a student or damaging a student's property; or
- Insulting or demeaning any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.

Students and parents may file verbal or written complaints concerning suspected bullying behavior to school personnel and administrators. Any report of suspected bullying behavior will be promptly reviewed. If acts of bullying are verified, prompt disciplinary action may be taken against the perpetrator, up to and including suspension and/or expulsion.”

2. *Staff will be reminded at the beginning of each school year about the Anti-Bullying Policy, as well as their responsibilities regarding bullying behavior. A copy of the policy will be disseminated annually.*

3. *The Anti-Bullying Policy will be available on the Animas Board of Education website, and in all student, staff, and parent handbooks.*

Reporting Intimidation, Harassment, or Bullying Behavior

- Any student who believes he/she has been the victim of harassment, intimidation, bullying, or hazing by a student or school personnel, or any person with knowledge or belief of such conduct that may constitute harassment, intimidation, bullying, or hazing toward a student should immediately report the alleged acts.
- The report may be made to any staff member. The staff member will assist the student in reporting to the principal or other district personnel.
- Teachers and other school staff who witness acts of bullying or receive student reports of bullying are **required** to promptly notify designated staff.
- Reports should be done in writing using the Harassment, Intimidation, Bullying, or Hazing Complaint Form A copy of this form will be submitted to the Principal.
- The school principal or his/her designee is **required** to accept and investigate all reports of intimidation, harassment or bullying.
- The principal or designee is **required** to notify the parent or guardian of a student who commits a verified act of intimidation, harassment, or bullying of the response of the school staff and consequences that may result from further acts of bullying.
- Nothing in this policy shall prevent any person from reporting directly to the office of the Superintendent.

- Retaliation against an individual who either orally reports or files a written complaint regarding harassment, intimidation, bullying, or hazing or who participates in or cooperates with an investigation is prohibited.
- The right to confidentiality, both of the complainant and the accused, shall be preserved consistent with applicable laws.
- If harassment or bullying continues, the perpetrator will be immediately suspended and removed from the school, pending a long-term hearing.
- To the extent permitted under the Family Educational Rights and Privacy Act (FERPA) school staff is *required* to notify the parent or guardian of a student who is a target of bullying of the action taken to prevent any further acts of bullying.

Investigating Intimidation, Harassment, or Bullying Behavior

The Superintendent or his/her designee will appropriately and promptly investigate all reports of harassment, intimidation, bullying, or hazing. In determining whether the alleged conduct constitutes bullying, the totality of the circumstances, the nature of the conduct, the student's history, and the context in which the alleged conduct occurred will be investigated.

- The administrator will make every effort to inform the parents/guardians of the victim and the accused of any report of harassment, intimidation, bullying, or hazing *prior* to the investigation taking place.
- The investigation shall consist of personal interviews with the complainant, the individual(s) against whom the complaint was filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of other methods or documents deemed relevant by the investigator.
- The district may take immediate steps to protect the complainant, students, teachers, administrators, or other school personnel pending the completion of an investigation.
- The investigation shall be completed as soon as possible. The principal (or investigator) shall make a written report to the Superintendent upon completion of the investigation. If the complaint involves the Superintendent, the report shall be reported to the Animas Public Schools Board of Education and filed directly with the New Mexico Public Education Department, Educator Ethics Bureau. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy. A copy of the completed report will be maintained by the district Safe Schools Coordinator.

Consequences for Bullying

Verified acts of bullying shall result in intervention by the building Principal or his/her designee that is intended to ensure that the prohibition against bullying behavior is enforced.

Bullying behavior can take many forms and can vary dramatically in how serious it is, and what impact it has on the targeted individual and other students. Accordingly, there is no one response to bullying. While conduct that rises to the level of “bullying” as defined above will generally warrant disciplinary action against the perpetrator of such bullying, whether and to what extent to impose disciplinary action (detention, in and out-of-school suspension, or expulsion) is a matter for the professional discretion of the building Principal.

Consequences for Knowingly Making False Reports

False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Anti-Bullying Included in Health Education Curriculum

“Health Education” is the instructional program that provides the opportunity to motivate and assist all students to maintain and improve their health, prevent disease, and reduce health related risk behaviors. It allows students to develop and demonstrate increasingly sophisticated health-related knowledge, attitudes, skills, and practices. It meets the content standards with benchmarks and performance standards as set forth in 6.30.2.19 NMAC.

Bullying behavior is mentioned specifically in many areas of the Health Education performance standards, in all grade levels. All students need to be aware of bullying behavior beginning in Kindergarten and continuing throughout their school years. It imperative that students are comfortable with understanding, describing, and recognizing bullying behaviors, and then in the later grades being able to analyze those behaviors and role play refusal skills.

Our curriculum does recognize the importance of bully prevention skills in all grade levels.

Threats of Violence

Threats of violence toward other students, school staff, or facilities generally are prohibited and may result in suspension or expulsion, regardless of whether the student has previously engaged in such conduct.

- All employees and students are required to report evidence of threats of violence to their principal. Such reports shall be investigated by the principal or designee. All such reports shall be documented by the principal.
- In cases of threats that may constitute a violation of criminal law, the principal, superintendent or designee shall notify law enforcement authorities.
- Students who are charged with violation of this policy shall be placed on short-term suspension pending investigation of the charge(s). Those found, through a

due-process hearing, to have violated this regulation shall be subject to discipline, including long-term suspension or expulsion. For Special Education students administrators will consult with the Director of Special Education regarding the appropriate process.

Resources

1. New Mexico Public Education Department, School and Family Support Bureau – online <http://www.ped.state.nm.us> or phone: 505-827-1804.
2. Anti-Bullying Policy rule 6.12.7 NMAC.
3. School District Wellness Policy rule 6.12.6.6 NMAC.
4. New Mexico Youth Risk and Resiliency Survey – online at <http://www.health.state.nm.us/pdf/YRRS2003FinalReport.pdf> or <http://hsc.unm.edu/chpdp/projects/pyrrs.htm>.
5. Center for the Study and Prevention of Violence, University of Colorado- online at <http://www.colorado.edu/cspv/safeschools/bullying/overview.html>
6. Northwest Regional Education Laboratory, How to choose an Anti-Bullying Program <http://www.nwrel.org/request/dec01/choosingcreating.htm>
7. National Youth Violence Prevention Resource Center, Government approved resources on prevention, intervention, & stats <http://www.safeyouth.org/scripts/topics/bullying.asp>
8. The *Steps to Respect* program is a schoolwide curriculum to develop healthy relationships and decrease bullying behavior. Committee for Children <http://www.cfchildren.org/strf/strindex/>
9. Coloroso, Barbara (2003). *The Bully, the Bullied, and the Bystander*, New York, NY: HarperCollins Publishers.
10. Student Reports of Bullying: Results from the 2001 School Crime Supplement to the 2001 National Crime Victimization Survey, USDE, <http://nces.ed.gov/pubs2005/2005310.pdf>

ANIMAS PUBLIC SCHOOL DISTRICT -ANTI-BULLYING POLICY EVALUATION INSTRUMENT

July 2007

ACTION ITEM	RESPONSIBLE PARTY	COMPLETED DATE	NOTES
Create Anti-Bullying Policy Writing Team	District Administration	June 21, 2007	Jerry Birdwell- Supt. Ruben Aquallo- HS Principal Karla Stinehart- K-8 Principal Rosanne Carbine- School Board Jody Hatch- Parent David Johnson- Community Scott Richins- School Board Levi Klump- Parent Vicki Smith- Consultant
WRITE POLICY: (Must include the following items)	Anti-Bullying Policy writing team	July 10, 2007	Complete
1. Definition of Bullying	Anti-Bullying Policy writing team	July 10, 2007	Complete
2. Notice of Prohibition Against Bullying and Anti-Bullying Interventions	Anti-Bullying Policy writing team	July 10, 2007	Complete
3. Intimidation, Harassment and Bullying policy containing:	Anti-Bullying Policy writing team	July 10, 2007	Complete
4. Statement of the consequences	Anti-Bullying Policy writing team	July 10, 2007	Complete
5. Procedure for reporting	Anti-Bullying Policy writing team	July 10, 2007	Complete
6. Statement of the manner in which a school district will respond and investigate	Anti-Bullying Policy writing team	July 10, 2007	Complete
7. Statement of the consequences and appropriate remedial action for a person found to have falsely accused another	Anti-Bullying Policy writing team	July 10, 2007	Complete
8. Statement of how the policy is to be publicized within the district	Anti-Bullying Policy writing team	July 10, 2007	Complete
9. The identification by job title of school officials responsible for ensuring that policy is implemented	Anti-Bullying Policy writing team	July 10, 2007	Complete
10. Requirement to include Anti-Bullying as a part of health education curriculum	Anti-Bullying Policy writing team	July 10, 2007	Complete
Activities on Anit-Bullying appropriate to grade level, focusing on elementary and middle school students and staff.	Animas FFA members and Advisor.	On-Going	Has been successful in the past. Training provided by State FFA Officer Leadership Teams.
Create school level Anti-Bullying Teams	Effective and Efficient Operations Goal Team	Anticipate Fall of 2007	
Approve Anti-Bullying Policy	School Board	July 10, 2007	Complete
Submit Policy to PED		July 11, 2007	
On-going commitment to support a positive school climate and prevent bullying by anyone.	All stakeholders.	On-Going	

*Animas Public Schools
Harassment, Intimidation, Bullying, or Hazing Complaint Form*

Student Information

Name		ID#
Grade	Phone Number	Home Address

Complaint Filed Against

Name	Grade (or position if not a student)
Name	Grade (or position if not a student)

Incident

Date	Time
Location	
Is this the first time this has happened? YES <input type="checkbox"/> NO <input type="checkbox"/>	
Is this the first time you are reporting this? YES <input type="checkbox"/> NO <input type="checkbox"/>	

Description- PROVIDE AS MUCH DETAIL AS POSSIBLE

Witnesses (if applicable)

Name	Grade/position	Phone number
Name	Grade/position	Phone number
Name	Grade/position	Phone number

Report Information

Today's Date		
Did anyone help you fill out this form? YES <input type="checkbox"/> NO <input type="checkbox"/>		
If yes, who		

Animas Public Schools
Harassment, Intimidation, Bullying, or Hazing Complaint Form

Office Information

Who received this complaint form?

Position

Date Received