

Louisburg High School
Bullying Plan and Procedure
(to meet requirements of SB 68)

USD 416 Board of Education prohibits bullying in any form on school property, in a school vehicle or at any school-sponsored activity or event. Louisburg High School will not tolerate any kind of bullying behavior. Consequences may be given to any student who is involved in this type of behavior and parents will be contacted.

Definition:

Bullying is defined as:

Any intentional gesture or any intentional written, verbal or physical act or threat that is sufficiently severe, persistent or pervasive that creates an intimidating, threatening or abusive educational environment for a student or staff member that a reasonable person, under the circumstances, knows or should know will have the effect of:

- Harming a student or staff member, whether physically or mentally;
- Damaging a student's or staff member's property;
- Placing a student or staff member in reasonable fear of harm to the student or staff member; or
- Placing a student or staff member in reasonable fear of damage to the student's or staff member's property; or
- Using interactive technology (cell phone, computer, IPOD, etc.) to engage in any bullying behavior or act; or
- Any form of intimidation or harassment prohibited by the Board of Education of USD 416 in policies concerning bullying adopted to meet requirements of SB 68.

Complaint Procedures:

It is considered the responsibility of all students and school staff members to report acts of bullying to a member of the school staff or administration, as designated.

** Designated staff to report bullying behavior to:* Principal, assistant principal, social worker, counselor, and any teacher or other LHS staff member. These reports can be made in person, through the bullying report form in the handbook, through the STOP box located in student services, or via nobully@usd416.org e-mail.

All such reports will be taken seriously by the party designated by the policy to receive the same. The school staff or administrator will support students and coworkers making such reports and protect against any potential retaliation for making such a report.

Students and staff making prompt, accurate, and thorough reports, either verbally or in writing will have those reports recorded by the staff receiving the same. An investigation to determine the facts will take place immediately or as soon as practical, in order to verify the validity and seriousness of the report.

Filing a report in good faith will not reflect upon the individual's status, nor will it affect his or her grades or employment status by the district if the complainant is an adult staff member. The

district shall keep the complaint confidential for both the accused and the accuser, until such time as the misconduct is confirmed and sanctions are imposed.

Sanctions and Support:

Age-appropriate programs designed to prevent bullying behavior, redirect students from continuing to bully and to support both victims of bullies and the bullies themselves shall be adopted. These programs take many forms and include classroom activities and instruction.

** Programs/Activities in use at LHS:* Operation PASS, 9th grade transition program, STOP Box , Rachel's Challenge, nobully e-mail, training of teachers, supervision of school area by staff throughout the school day, continued reminder and support against bullying at LHS by administration and staff.

Where it is determined that students participated in bullying behavior in violation of the policy, the school district staff responsible for maintaining order and discipline may take disciplinary action including suspension, expulsion, and referral to law enforcement officials for possible legal action.

Employees found to have participated in bullying behavior or having become aware that bullying was taking place and failed to report the behavior, are considered to be in violation of the prohibition expressed by the policy. They may be subject to disciplinary action consistent with the collective bargaining agreement or disciplinary action established by policy or practice.

Disclosure and Public Reporting:

Notification to all parties subject to this policy defining and prohibiting bullying shall be made annually. A summary of the policy will be incorporated into student and employee handbooks. It will also be distributed to organizations in the community having cooperative agreements with the schools.

Data on the number and types of reports made under this prohibition, the results of investigations undertaken to verify the details made in complaints, and the sanctions imposed for incidents found to be in violation of the same are to be kept on an annual aggregated basis. No individuals, either complainants or violators, will be named in such reports.

Annual reports will be presented to the school board for use in development of prevention programs and/or modifications of this and other related policies. The annual report will be made available to the public upon request.

In Process:

- Administrators will be conducting a bully survey (specifics to be determined).
- Available bully programs will be reviewed and specifics on training programs for ALL staff will be selected.