**FILE: JICDE\***

**Bullying Prevention and Education**

**Per the district’s Core Value number 4: EVERYONE must be committed to excellence in ALL they do EVERY Day.**

The Board of Education supports a secure school climate, conducive to teaching and learning that is free from threat, harassment and any type of bullying behavior. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying are regarded as unacceptable.

Bullying is the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person. Bullying can occur through written verbal or electronically transmitted expression or by means of physical act or gesture. Bullying is prohibited against any student for any reason, including but not limited to any such behavior that is directed toward a student on the basis protected by federal and state law, including disability, race, creed, color, gender, LGBTQ, sexual orientation, national origin, religion, ancestry or the need for special education services, physical characteristics whether such characteristic(s) is actual or perceived. [Note: At the Board’s discretion, the policy may state “or against whom federal and state laws prohibit discrimination upon the bases described in C.R.S. 22-32-109(I)(II)(I)” instead of listing the specific classes protected by federal and state discrimination laws.]

Bullying is prohibited on district property, at district or school-sanctioned activities and events, , when students are being transported in any vehicle dispatched by the district or one of its schools, or off school property when such conduct has a nexus to school or any district curricular or non-curricular activity or event.

No student shall access or create, transmit, retransmit or forward material or information:

Cyber bullying is all forms of harassment over the Internet or other forms of electronic communications, including cell phones. Students and staff will refrain from using communication devices or District property to harass or stalk another.

A student who engages in any act of bullying and/or a student who takes any retaliatory action against a student who reports in good faith an incident of bullying, is subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or referral to law enforcement authorities. The severity and pattern, if any, of the bullying behavior shall be taken into consideration when disciplinary decisions are made. Bullying behavior that constitutes unlawful discrimination or harassment shall be subject to investigation and discipline under related Board policies and procedures. Students targeted by bullying when such bullying behavior may constitute unlawful discrimination or harassment also have additional rights and protections under Board policies and procedures regarding unlawful discrimination and harassment.

The superintendent shall develop a comprehensive program to address bullying at all school levels. The program shall be aimed toward accomplishing the following goals:

1. To send a clear message to students, staff, parents and community members that bullying

 and retaliation against a student who reports bullying will not be tolerated.

1. To train staff and students in taking pro-active steps to prevent bullying from occurring.
2. To implement procedures for immediate intervention, investigation, and confrontation of students engaged in bullying behavior.
3. To initiate efforts to change the behavior of students engaged in bullying behaviors through re-education or acceptable behavior, discussions, counseling, and appropriate negative consequences.
4. To foster a productive partnership with parents and community members in order to help maintain a bully-free environment.
5. To support victims of bullying by means of individual and peer counseling.
6. To help develop peer support networks, social skills and confidence for all students.
7. To recognized and praise positive, support behaviors or students toward one another on a regular basis.

**LEGAL REF.: C.R.S. 22-32-109.1(2)(a)(I)(K)(X)(policy required as part of safe school plan)**

**CROSS REFS.: AC, Nondiscrimination/Equal Opportunity**

 **JB, Equal Education Opportunities**

 **JBB\*, Sexual Harassment**

 **JICDA, code of Conduct**

 **JICDD\*, Violent and Aggressive Behavior**

 **JICJ, Student Use of Electronic Communication Devices**

 **JK, Student Discipline**

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