

POLICY 514 – STUDENTS – BULLYING & HAZING PROHIBITION

I. PURPOSE

The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, hazing and other similar disruptive behavior. A safe and civil environment is needed for students to learn and attain high academic standards and to ensure a healthy school climate. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment. It is the school district's intent to prevent bullying and to take action to investigate, respond, remediate, and discipline those acts of bullying which have not been successfully prevented. In compliance with MN Statutes 121A.0695 – Minnesota Safe and Supportive Schools Act, the school district prohibits any act of bullying by any individual student or group of students. The District will treat reports of hazing as potential prohibited acts under this policy.

II. GENERAL STATEMENT OF POLICY

- A. It is a violation of Policy 514 – Bullying Prohibition, for any student(s) to bully another student(s) through conduct or communication in person or through misuse of technology including cyberbullying.
- B. It will also be a violation of Policy 514 – Bullying Prohibition for any student to engage in bullying conduct at any time or any place that interferes with or obstructs the mission or operations of the school district by affecting the safety or welfare of the student or other students.
- C. Employees who witness prohibited conduct or possess reliable information that would lead a reasonable person to suspect that a student is a target of prohibited conduct must make reasonable efforts to address and resolve the prohibited conduct.
- D. Employees who witness prohibited conduct or possess reliable information that would lead a reasonable person to suspect that a student is a target of prohibited conduct will report the prohibited conduct to the primary contact person designated for the school at which the student who is the target for the prohibited conduct is enrolled.
- E. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying.
- F. Allegations of hazing against a student or group of students should be investigated and treated as prohibited acts under this policy and corresponding procedures.
- G. Allegations of bullying or hazing which are based upon or directed at a student's race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation should also be investigated and treated as potential prohibited harassment under District Policy 548 (Harassment and Violence).

III. VIOLATION OF POLICY

Violation of this policy will be cause for disciplinary action against the violating student(s). Employees who do not comply with the requirements of this policy and implementing procedures may also face disciplinary action.

IV. TRAINING AND EDUCATION

The superintendent or his/her designee will develop training materials to publicize the policy and provide information and training to school district staff and volunteers about bullying prevention and the requirements of this policy. The superintendent will designate a primary contact person in each school building to receive reports of conduct prohibited under this policy, to ensure that this policy and procedures are fairly and fully implemented, and serve as the primary contact on policy and procedural matters concerning this Policy 514-Bullying Prohibition.

Policy 514 Revised: 2/20/2018

Policy 514 Revised: 7/29/2014

Policy 514 Revised: 1/24/2012

Policy 514 Adopted: 6/6/2006

Legal References

Minn. Stat. §121A.03, (Sexual, Religious, & Racial Harassment and Violence)

Minn. Stat. § 121A.031 School board policy; prohibiting intimidation and bullying

Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)

Minn. Stat. § 121A.69 (Hazing Policy)

Cross References

Policy 403 – Dismissal of Employees

Policy 413 – Harassment and Violence

Policy 414 – Mandated Reporting of Child Neglect or Physical or Sexual Abuse

Policy 506 – Student Discipline

Policy 507 – Corporal Punishment

Policy 515 – Protection and Privacy of Education Records

Policy 524 – Network/Internet Acceptable Use by Students

Policy 709 – Student transportation Safety Policy

School Board

INDEPENDENT SCHOOL DISTRICT 279

Maple Grove, Minnesota