

WESTMORLAND UNION ELEMENTARY SCHOOL DISTRICT

BOARD POLICY NO. 5042: BULLYING PREVENTION POLICY

A. Introduction

The Governing Board recognizes the harmful effects of bullying on student learning and school attendance and desires to provide a safe school environment that protect students from physical and emotional harm. This Board Policy prohibits any act of where such act is related to any school activity or school attendance as allowed by the law. The District will not condone or tolerate bullying. The District will take appropriate disciplinary action against all employees or students for engaging in bullying.

B. Forms Of Bullying

Bullying includes: harassment; unlawful discrimination; threats; intimidation; violence; stalking; cyberbullying; hate crimes; hitting or shoving; verbal assaults; slurs; teasing or name-calling; social isolation; manipulation; or conduct that is defined as "bullying" in Section C, Paragraph 23 of Board Policy No. 5013. Bullying may occur through physical, written, verbal, or other means. Bullying is prohibited against all persons, including students and school personnel.

"Cyberbullying" is prohibited under this Board Policy. "Cyberbullying" means the creation or transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

C. Intervention, Complaints, And Investigation

Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. In the event of cyberbullying, students shall be encouraged to save and print any messages sent to them that they feel constitutes cyberbullying and to notify a teacher, the Superintendent or other employees so that the matter may be investigated.

Students may also submit to a teacher or administrator a verbal or written complaint of conduct they consider to be bullying by using the complaint procedures identified in Board Policy 5002. The complaint will be processed under Board Policy 5002. The investigation shall include documentation of the nature of the alleged bullying, identification of the source, and identify the impact or potential impact on the victim's school activity, school attendance, or the targeted student's educational performance.

School staff who witness bullying shall immediately intervene to stop the incident when it is safe to do so. When appropriate, the Superintendent or designee shall notify the

parents/guardians of victims and perpetrators and may refer a victim, witness, perpetrator, or other student affected by an act of bullying to a school counselor or school psychologist or other school support service personnel as appropriate. When appropriate and based on the severity or pervasiveness of the bullying, the Superintendent or designee may take any further remedial action as necessary, including contacting law enforcement.

D. Discipline

Any student who engages in bullying or unlawful discrimination as defined by Board Policy No. 5000, shall be subject to appropriate consequences as defined by District policy and administrative procedures on school premises, or off campus in a manner that causes or is likely to cause a substantial disruption of a school activity or school attendance, shall be subject to discipline, which may include suspension or expulsion, in accordance with district policies and regulations.

E. Bullying Awareness and Prevention Training

The California Department of Education will develop an online training module to assist all school staff, school administrators, parents, pupils, and community members in increasing their knowledge of the dynamics of bullying and cyberbullying. The District shall annually make available the online training module to certificated schoolsite employees and all other schoolsite employees who have regular interaction with pupils.

Legal Reference:

Education Code sections 201, 234.4, 234.1, 32283.5, 48900, 48900.9
5 C.C.R. Sections 4900, et seq., 4940 et seq.

Date Policy Adopted By The Board: September 12, 2017

Date Policy Amended by the Board: February 12, 2019