


SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE

JICFB

Policy for: Bullying Prevention	Revision 2
Date Approved by School Committee: February 27, 2018	Signature of Chair  Heidi Black
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The Needham Public Schools seeks to maintain an environment in which every student develops emotionally, academically, and physically in a caring and supportive atmosphere free of harassment, intimidation, bullying or cyber-bullying. To that end, bullying, cyber-bullying and/or retaliation are prohibited. For the purpose of this policy, whenever the term bullying is used, it is to denote either bullying or cyber-bullying.

Definitions

“Bullying” is the repeated use by one or more students or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional of a written, verbal, or electronic

expression, or a physical act or gesture, or any combination thereof, directed at a target that:

- causes physical or emotional harm to the target or damage to the target's property;
- places the target in reasonable fear of harm to him/herself, or of damage to his/her property;
- creates a hostile environment at school for the target;
- infringes on the rights of the target at school; or
- materially and substantially disrupts the education process or the orderly operation of a school.

“Cyber-bullying” means bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by

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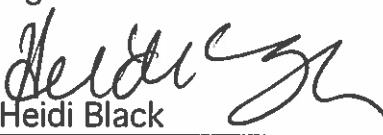
- wire
- radio
- electromagnetic
- photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications
- mobile applications

Cyber-bullying shall also include the creation of a web page or blog in which the creator assumes the identity of another person or knowingly impersonates another person as the author of posted content or messages, if the creation of impersonation creates any of the conditions enumerated in the definition of bullying. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.

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Bullying and cyber-bullying may occur in and out of school, during and after school hours, at home and in locations outside of the home. When bullying and cyber-bullying are alleged, the full cooperation and assistance of parents/guardians and families are expected.

"Aggressor" is a student or a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional who engages in bullying or retaliation.

"Retaliation" means any form of intimidation, reprisal or harassment directed against a person who reports bullying, provides information during an investigation about bullying, or witnesses or has reliable information about bullying.

"Target" means a student victim of bullying or retaliation as defined in M.G.L. c. 71, §370.

Prohibitions

Bullying is prohibited:

- On school grounds;
- On property immediately adjacent to school grounds;
- At school-sponsored or school-related activities;
- At functions or programs whether on or off school grounds;
- At school bus stops;
- On school buses or other vehicles owned, leased or used by the school district; or,
- Through the use of technology or an electronic device owned, leased or used by the Needham Public Schools.

Bullying and cyber-bullying are prohibited at a location, activity, function or program that is not school-related or through the use of technology or an electronic device that is not owned, leased or used by the Needham Public School district if the act or acts in question:

- Create a hostile environment at school for the target;
- Infringe on the rights of the target at school; and/or
- Materially and substantially disrupt the education process or the orderly operation of a school.


Prevention and Intervention Plan

The Superintendent and/or his/her designee shall oversee the development of a prevention and intervention plan (the "Plan"), in consultation with all district stakeholders, which may include teachers, school staff, professional support personnel, school volunteers, administrators, community representatives, local law enforcement agencies, students,

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parents and guardians, consistent with the requirements of this policy, as well as state and federal laws. The Plan shall be reviewed and updated at least biennially.

The Principal is responsible for the implementation and oversight of the Plan within his or her school.

Per MGL, the Plan will include but not be limited to the following components:

- Descriptions of and statements prohibiting bullying, cyber-bullying, and retaliation
- Procedures to report bullying, including anonymous reporting of bullying
- Procedures for responding to and investigating reports of bullying
- Disciplinary action that may result from bullying or retaliation
- Procedures for restoring a sense of safety to a bullying victim; strategies for protecting those who report or provide information about bullying
- Procedures for notification of parents/guardians of a victim and a perpetrator
- Notification and consequences for making a false bullying claim
- Strategy for providing counseling to perpetrator, victim, and appropriate family members
- Strategies to support students vulnerable to becoming a target of bullying
- Provision for ongoing professional development for all staff members to prevent, identify, and respond to bullying; procedures to inform parents/guardians about the bullying prevention curriculum and program

Publication and Notice

Annual written notice of the relevant sections of the bullying prevention and intervention plan shall be provided to students and their parents or guardians, in age-appropriate terms.

Annual written notice of the bullying prevention and intervention plan shall be provided to all school staff. The faculty and staff at each school shall be trained annually on the bullying prevention and intervention plan applicable to the school.

Relevant sections of the bullying prevention and intervention plan relating to the duties of faculty and staff shall be included in the school employee handbook.

The bullying prevention and intervention plan shall be posted on the Needham Public Schools website.

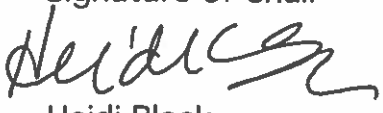
REFERENCES: MA Department of Elementary and Secondary Education's Model Bullying Prevention and Intervention Plan

LEGAL REFERENCES:

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MGL 71:370;
603 C.M.R. 49.00
MGL 265:43, 43A
MGL 268:13B
MGL 269:14A

CROSS REFERENCES: AC, Nondiscrimination
JICFA, Prohibition of Hazing
JK, Student Discipline Regulations