



Book	Policy Manual
Section	ALL EMPLOYEES
Title	Bullying and Cyber Bullying
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Purpose

The Board of Schools Directors ("Board") of Springfield School District ("District") strives to provide a safe, positive learning and working environment for students, teachers and other employees of the District. Therefore, it shall be the policy of the District to maintain an educational environment in which bullying and cyber bullying are not tolerated.

This policy applies to bullying and cyber bullying that take place at school or on school grounds, at any school-sponsored activity or event, or while students, employees, or volunteers are being transported or otherwise on the way to or from school or school-sponsored activities or events. It also applies to bullying and cyber bullying that occur at any other time or place if such bullying or cyber bullying substantially disrupts or is likely to substantially disrupt the instructional program, operations of the District, or welfare of students, teachers, volunteers, or other employees of the District.

Authority

It shall be a violation of this policy for any District employee or volunteer to bully or cyber bully a student, teacher, volunteer, or other employee of the District at school or on school grounds, at any school-sponsored activity or event, while students are being transported or otherwise on the way to or from school or school-sponsored activities or events, or any other time or place if such bullying or cyber bullying substantially disrupts or is likely to substantially disrupt the instructional program, operations of the District, or welfare of students, teachers, volunteers, or other employees of the District.

Consequences may range from positive behavioral interventions up to and including suspension or dismissal and/or reports to law enforcement authorities.

Employees of the District who have been bullied or cyber bullied or who observe any incident of bullying or cyber bullying are responsible to report this behavior to an appropriate administrator of the District, who will normally be the applicable building principal when the victim is a student, teacher, volunteer or building-level employee; or the employee's supervisor when the victim is an administrative-level employee.

Acts of reprisal or retaliation against any person reporting an incident of bullying or cyber bullying are prohibited. Any employee who is determined to have falsely accused a student or other employee of bullying or cyber bullying shall be subject to disciplinary action.

Definitions

Bullying shall mean an intentional electronic, written, verbal or physical act, or a series of acts:

- (1) directed at another student or students;
- (2) that is severe, persistent or pervasive; and
- (3) that has the effect of doing any of the following
 - (i) substantially interfering with a student's education;
 - (ii) creating a threatening environment; or
 - (iii) substantially disrupting the orderly operation of the school; and "school setting" shall mean in the school, on school grounds, in school vehicle, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.

Any form of **cyber bullying** by a District employee or volunteer directed at a student, teacher, volunteer or other employee of the District is a violation this policy. **Cyber bullying** includes, but is not limited to, the following misuses of technology, whether the technology is owned or leased by the District or by any other person or entity: harassing, unwelcome teasing, intimidating, threatening or terrorizing the target by sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, or website posting (including blogs).

The terms **bullying** and **cyber bullying** shall not be interpreted to infringe upon a person's right to engage in legally protected speech or conduct.

Delegation of Responsibility

When appropriate, any administrator who receives a report of, or otherwise becomes aware of, an incident of bullying or cyber bullying shall report the incident to law enforcement authorities.

The Superintendent or designee shall develop administrative procedures to increase the awareness of the problems of bullying and cyber bullying, and train teachers and other appropriate employees of the District to effectively intervene upon witnessing, or otherwise becoming aware of, bullying or cyber bullying.

Disclaimer:

This policy is superseded by all current federal and state laws and mandates.

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