

## Anti-Bullying Policy

- Bullying of any type has no place in a school setting. The Little Rock School District will endeavor to maintain a learning and working environment free of bullying.

### Definition

A. "Bullying" means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence *on a continuous basis, if an incident is repeated or has the potential to be repeated, over time* by a student against another student or public school employee by a written, verbal, electronic, or physical act that causes or creates a clear and present danger of:

1. Physical harm to a public school employee or student or damage to the public school employee's or student's property;
2. Substantial interference with a student's education or with a public school employee's role in education;
3. A hostile educational environment for one (1) or more students or public school employees due to the severity, persistence, or pervasiveness of the act; or
4. Substantial disruption of the orderly operation of the school or educational environment.

B. "Electronic act" means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager;

C. "Harassment" means a pattern of unwelcome verbal or physical conduct or conduct done through an electronic act that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and

D. "Substantial disruption" means without limitation that any one or more of the following are likely to occur as a result of the bullying:

5. Necessary cessation of instruction or educational activities;
6. Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;
7. Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or
8. Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.

### **Bullying is prohibited:**

1. While in school, on school equipment or property, in school vehicles, on school buses, at designated school bus stops, at school-sponsored activities, at school-sanctioned events; or
2. By an electronic act that results in the substantial disruption of the orderly operation of the school or educational environment, whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose.

## **Procedures**

Any student who is a victim of bullying or who witnesses or has reliable information that a student has been a victim of bullying should report the incident to the building administrator. The student's identity will be kept anonymous if he/she feels in danger of retaliation.

Any school employee who witnesses or has reliable information that a student has been a victim of bullying shall report the incident to any administrator.

The building administrator will act promptly to investigate all complaints of bullying. If it is determined that bullying has occurred, the administrator will discipline any student or group of students according to the consequences listed below.

### **Consequences for Violation of This Policy By Students in Grades K-2**

**First Offense:** The student or students who are the perpetrators of bullying will receive a *2 day suspension and/or* must participate in counseling such as Behavior Modification, Conflict Resolution Program or other programs as determined by District personnel. At least one parent or guardian will be required to attend a conference with the principal or his/her designee concerning the student's bullying offense. The school will provide information on bullying to the parent or guardian.

**Second Offense:** *Second offense will result in a 3 – 4 day suspension* and the perpetrators of bullying will be required to again participate in a counseling program such as Behavior Modification, Conflict Resolution Program or other programs as determined by District personnel. The parents will be required to attend a conference with the principal or his/her designee concerning the student's bullying offense.

**Third Offense:** *If the third offense occurs within one school year, the student will receive a 5 – 10 day suspension.* Additional behavior interventions will be required.

**Fourth Offense:** *The fourth offense will result in long term suspension and/or the School Based Intervention Team recommendation(s).*

### **Consequences for Violation of This Policy By Students in Grades 3-5**

**First Offense:** The student or students who are the perpetrators of bullying will receive a *3 – 4 day suspension and/or* must participate in counseling such as Behavior Modification, Conflict Resolution Program or other programs as determined by District personnel. At least one parent or guardian will be required to attend a conference with the principal or his/her designee concerning the student's bullying offense. The school will provide information on bullying to the parent or guardian.

**Second Offense:** *Second offense will result in a 5 – 10 day suspension* and the perpetrators of bullying will be required to again participate in a counseling program such as Behavior Modification, Conflict Resolution Program or other programs as determined by District personnel. The parents will

be required to attend a conference with the principal or his/her designee concerning the student's bullying offense.

**Third Offense:** *If the third offense occurs the student will receive a long term suspension and/or the School Based Intervention Team recommendation(s).*

### **Consequences for Violation of This Policy By Students in Grades 6-12**

**First Offense:** The student or students who are the perpetrators of bullying will receive a 3 – 4 day suspension and must participate in Behavior Modification, Conflict Resolution Program or other programs, as determined by District personnel. At least one parent or guardian will be required to attend a conference with the principal or his/her designee concerning the student's bullying offense.

**Second Offense:** The second offense will result in a 5 – 10 suspension and the student must complete a unit of study on bullying, empathy and anger management. The parents/guardians will be required to attend a conference with the principal or his/her designee concerning the student's bullying offense.

**Third Offense:** *If the third offense occurs the student will receive a long term suspension and/or the School Based Intervention Team recommendation(s).*

**Adopted: June 26, 2003**

Legal Reference: Act 681 2003; Act 115 2007

Cross Reference: Student Handbook