Bullying Prevention and Intervention

Concord Public Schools
Concord-Carlisle Regional School District
Guidelines, Policies and Procedures
Bullying Defined

Repeated use of a written, verbal or electronic expression that:
• Causes physical or emotional harm to the victim
• Places the victim in fear of harm
• Creates a hostile environment
• Infringes on rights
• Disrupts the educational process
Cyber-Bullying Defined

• Bullying through the use of Technology or any Electronic Communication
  • Includes any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by mediums such as electronic mail, internet communications, instant messages or facsimile.

• Also includes:
  • Creation of a Web Page or Blog assuming another’s identity
  • Knowingly impersonating another person
  • Electronic distribution or the posting of material on an electronic medium
Policy Summary

It is a violation for bullying or cyber-bullying to take place:

- On and near school grounds
- At school-sponsored events
- At school bus stops
- On school buses or school owned vehicles
- Through electronic devices owned by the District
Policy Summary *(Continued)*

- **Activities not school-related**
  - If acts create a hostile environment at school for the victim

- **Through technology not owned by the District**
  - If acts create a hostile environment at school for the victim

- **Retaliation against a person reporting bullying or cyber bullying will not be tolerated**

Massachusetts law gives school officials the power to investigate and discipline bullying that occurs on or off school grounds. (For example, cyber bullying from a home computer.)
Reporting

- Report incident(s) immediately to your Principal or Supervisor
- Reports will be promptly investigated

Any student who knowingly makes a false accusation of bullying or retaliation will be subject to disciplinary action including, but not limited to parent conferences, reprimand, detention, loss of privileges, and/or suspension. If the false accusations have civil and/or criminal elements then further actions may be taken.
Reporting Guidelines

• The requirement to report bullying to your Principal or Supervisor does not restrict staff members from customary response to behavioral or disciplinary incidents

• Reports by students, parents, or guardians may be made anonymously, but no disciplinary action will be taken against an alleged aggressor solely on the basis of an anonymous report

• Refer incident to Principal or Administrator immediately
Staff Reminders

- Report incident to your Principal or Supervisor immediately
- Do not ignore bullying
- Intervene immediately
- Separate alleged bully & target
- Stay neutral and calm
- Don’t make promises or deals
- Reassure reporters and target(s)
- Empower aggressors to change
- Maintain confidentiality but ACT
- Be objective
- Be timely