

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**