

Safe School Climate Policy

The Madison Board of Education (the “Board”) is committed to creating and maintaining a physically, emotionally, and intellectually safe educational environment free from bullying, teen dating violence, harassment and discrimination. In order to foster an atmosphere conducive to learning, the Board has developed the following Safe School Climate Plan, consistent with state law and Board policy. This Plan represents a comprehensive approach to addressing bullying, cyberbullying and teen dating violence and sets forth the Board’s expectations for creating a positive school climate and thus preventing, intervening, and responding to incidents of bullying and teen dating violence.

Bullying behavior and teen dating violence are strictly prohibited, and students who are determined to have engaged in such behavior are subject to disciplinary action, which may include suspension or expulsion from school. The district’s commitment to addressing bullying behavior and teen dating violence, however, involves a multi-faceted approach, which includes education and the promotion of a positive school climate in which bullying will not be tolerated by students or school staff.

**I. Prohibition Against Bullying, Teen Dating Violence and Retaliation**

A. The Board expressly prohibits any form of bullying behavior and teen dating violence on school grounds; at a school-sponsored or school-related activity, function or program whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by the Board.

B. The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.

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- C. The Board further prohibits any form of teen dating violence outside of the school setting if such violence substantially disrupts the educational process. The Board does not condone any form of bullying or teen dating violence.
  
- D. In addition to prohibiting student acts that constitute bullying, the Board also prohibits discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying and/or teen dating violence.
  
- E. Students who engage in bullying behavior or teen dating violence in violation of Board policy and the Safe School Climate Plan shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

**II. Definition of Bullying**

- A. **“Bullying”** means the repeated use by one or more students of a written, oral, or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:
  - (1) causes physical or emotional harm to such student or damage to such student’s property;
  - (2) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
  - (3) creates a hostile environment at school for such student;
  - (4) infringes on the rights of such student at school; or

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(5) substantially disrupts the education process or the orderly operation of a school.

B. Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

**III. Other Definitions**

A. **"Cyberbullying"** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

B. **"Electronic communication"** means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.

C. **"Hostile environment"** means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate.

D. **"Mobile electronic device"** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted.

97 E. **"Outside of the school setting"** means at a location, activity or program that is  
98 not school related, or through the use of an electronic device or a mobile  
99 electronic device that is not owned, leased or used by the Board.

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101 F. **"Prevention and intervention strategy"** may include, but is not limited to,

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103 (1) implementation of a positive behavioral interventions and supports process or  
104 another evidence-based model approach for safe school climate or for the  
105 prevention of bullying identified by the Department of Education,

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107 (2) school rules prohibiting bullying, teen dating violence, harassment and  
108 intimidation and establishing appropriate consequences for those who engage  
109 in such acts,

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111 (3) adequate adult supervision of outdoor areas, hallways, the lunchroom and  
112 other specific areas where bullying is likely to occur,

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114 (4) inclusion of grade-appropriate bullying and teen dating violence education  
115 and prevention curricula in kindergarten through high school,

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117 (5) individual interventions with the bully, parents and school employees, and  
118 interventions with the bullied child, parents and school employees,

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120 (6) school-wide training related to safe school climate,

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122 (7) student peer training, education and support,

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124 (8) promotion of parent involvement in bullying prevention through individual or  
125 team participation in meetings, trainings and individual interventions, and

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127 (9) culturally competent school-based curriculum focusing on social-emotional  
128 learning, self-awareness and self-regulation.

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130 G. **"School climate"** means the quality and character of school life with a particular  
131 focus on the quality of the relationships within the school community between  
132 and among students and adults.

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134 H. **"School employee"** means

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136 (1) a teacher, substitute teacher, school administrator, school superintendent,  
137 guidance counselor, school counselor, psychologist, social worker, nurse,  
138 physician, school paraprofessional or coach employed by the Board or  
139 working in a public elementary, middle or high school; or

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141 (2) any other individual who, in the performance of his or her duties, has regular  
142 contact with students and who provides services to or on behalf of students  
143 enrolled in a public elementary, middle or high school, pursuant to a contract  
144 with the Board.

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146 I. **"School-Sponsored Activity"** shall mean any activity conducted on or off school  
147 property (including school buses and other school-related vehicles) that is  
148 sponsored, recognized or authorized by the Board.

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150 J. **"Teen dating violence"** means any act of physical, emotional or sexual abuse,  
151 including stalking, harassing and threatening, that occurs between two students  
152 who are currently in or who have recently been in a dating relationship.

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154 **IV. Leadership and Administrative Responsibilities**

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156 A. Safe School Climate Coordinator

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158 The Superintendent shall appoint, from existing school district staff, a District  
159 Safe School Climate Coordinator ("Coordinator"). The Coordinator shall:

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- 161 (1) be responsible for implementing the district’s Safe School Climate Plan  
162 (“Plan”);  
163  
164 (2) collaborate with Safe School Climate Specialists, the Board, and the  
165 Superintendent to prevent, identify and respond to bullying in district schools;  
166  
167 (3) provide data and information, in collaboration with the Superintendent, to the  
168 Department of Education regarding bullying; and  
169  
170 (4) meet with Safe School Climate Specialists at least twice during the school  
171 year to discuss issues relating to bullying in the school district and to make  
172 recommendations concerning amendments to the district’s Plan.  
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174 **B. Safe School Climate Specialist**

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176 The Principal of each school (or principal’s designee) shall serve as the Safe  
177 School Climate Specialist. The Safe School Climate Specialist shall investigate  
178 or supervise the investigation of reported acts of bullying, collect and maintain  
179 records of reports and investigations of bullying in the school and act as the  
180 primary school official responsible for preventing, identifying and responding to  
181 reports of bullying in the school.  
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183 **V. Development and Review of Safe School Climate Plan**

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185 A. The Principal of each school shall establish a committee or designate at least  
186 one existing committee (“Committee”) in the school to be responsible for  
187 developing and fostering a safe school climate and addressing issues relating to  
188 bullying in the school. Such committee shall include at least one  
189 parent/guardian of a student enrolled in the school, as appointed by the school  
190 principal.  
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192 B. The Committee shall:

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- (1) receive copies of completed reports following bullying investigations;
- (2) identify and address patterns of bullying among students in the school;
- (3) implement the provisions of the school security and safety plan, regarding the collection, evaluation and reporting of information relating to instances of disturbing or threatening behavior that may not meet the definition of bullying,
- (4) review and amend school policies relating to bullying;
- (5) review and make recommendations to the Coordinator regarding the Safe School Climate Plan based on issues and experiences specific to the school;
- (6) educate students, school employees and parents/guardians on issues relating to bullying;
- (7) collaborate with the Coordinator in the collection of data regarding bullying; and
- (8) perform any other duties as determined by the Principal that are related to the prevention, identification and response to school bullying.

C. Any parent/guardian serving as a member of the Committee shall not participate in any activities which may compromise the confidentiality of any student, including, but not limited to, receiving copies of investigation reports, or identifying or addressing patterns of bullying among students in the school.

D. The Board shall approve the Safe School Climate Plan developed pursuant to Board policy and submit such plan to the Department of Education. Not later than thirty (30) calendar days after approval by the Board, the Board shall make

225 such plan available on the Board's and each individual school in the school  
226 district's web site and ensure that the Safe School Climate Plan is included in  
227 the school district's publication of the rules, procedures and standards of  
228 conduct for schools and in all student handbooks.

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230 **VI. Procedures for Reporting and Investigating Complaints of Bullying**

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232 A. Students and parents (or guardians of students) may file written reports of  
233 bullying. Written reports of bullying shall be reasonably specific as to the basis  
234 for the report, including the time and place of the alleged conduct, the number  
235 of incidents, the target of the suspected bullying, and the names of potential  
236 witnesses. Such reports may be filed with any building administrator and/or the  
237 Safe School Climate Specialist (i.e. building principal or his/her designee), and  
238 all reports shall be forwarded to the Safe School Climate Specialist for review  
239 and actions consistent with this Plan.

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241 B. Students may make anonymous reports of bullying to any school employee.  
242 Students may also request anonymity when making a report, even if the  
243 student's identity is known to the school employee. In cases where a student  
244 requests anonymity, the Safe School Climate Specialist or his/her designee shall  
245 meet with the student (if the student's identity is known) to review the request  
246 for anonymity and discuss the impact that maintaining the anonymity of the  
247 complainant may have on the investigation and on any possible remedial action.  
248 All anonymous reports shall be reviewed and reasonable action will be taken to  
249 address the situation, to the extent such action may be taken that does not  
250 disclose the source of the report, and is consistent with the due process rights of  
251 the student(s) alleged to have committed acts of bullying. No disciplinary  
252 action shall be taken solely on the basis of an anonymous report.

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254 C. School employees who witness acts of bullying or receive reports of bullying  
255 shall orally notify the Safe School Climate Specialist, or another school  
256 administrator if the Safe School Climate Specialist is unavailable, not later than

257 one (1) school day after such school employee witnesses or receives a report of  
258 bullying. The school employee shall then file a written report not later than two  
259 (2) school days after making such oral report.

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261 D. The Safe School Climate Specialist shall be responsible for reviewing any  
262 anonymous reports of bullying and shall investigate or supervise the  
263 investigation of all reports of bullying and ensure that such investigation is  
264 completed promptly after receipt of any written reports. The Safe School  
265 Climate Specialist shall also be responsible for promptly notifying the parents or  
266 guardians of the student alleged to have committed an act or acts of bullying,  
267 and the parents or guardians of the student against whom such alleged act or  
268 acts were directed, that an investigation has commenced. In order to allow the  
269 district to adequately investigate complaints filed by a student or  
270 parent/guardian, the parent of the student suspected of being bullied should be  
271 asked to provide consent to permit the release of that student's name in  
272 connection with the investigation process, unless the student and/or parent has  
273 requested anonymity.

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275 E. In investigating reports of bullying, the Safe School Climate Specialist or  
276 designee will consider all available information known, including the nature of  
277 the allegations and the ages of the students involved. The Safe School Climate  
278 Specialist will interview witnesses, as necessary, reminding the alleged  
279 perpetrator and other parties that retaliation is strictly prohibited and will result  
280 in disciplinary action.

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## 282 VII. Responding to Verified Acts of Bullying

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284 A. Following investigation, if acts of bullying are verified, the Safe School Climate  
285 Specialist or designee shall notify the parents or guardians of the students  
286 against whom such acts were directed as well as the parents or guardians of the  
287 students who commit such acts of bullying of the finding **not later than forty-**  
288 **eight (48) hours** after the investigation is completed. This notification shall

289 include a description of the school's response to the acts of bullying. In  
290 providing such notification, however, Madison Public Schools will take care to  
291 respect the statutory privacy rights of other students, including the perpetrator of  
292 such bullying. The specific disciplinary consequences imposed on the  
293 perpetrator, or personally identifiable information about a student other than the  
294 parent/guardian's own child, may not be disclosed except as provided by law.

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296 B. In any instance in which bullying is verified, the Safe School Climate Specialist  
297 or designee shall invite the parents or guardians of the student against whom  
298 such act was directed to a meeting to communicate the measures being taken by  
299 the school to ensure the safety of the student/victim and policies and procedures  
300 in place to prevent further acts of bullying. The Safe School Climate Specialist  
301 or designee shall also invite the parents or guardians of a student who commits  
302 any verified act of bullying to a meeting, separate and distinct from the  
303 previously described meeting, to discuss specific interventions undertaken by  
304 the school to prevent further acts of bullying. The invitations may be made  
305 simultaneous with the notification described above in Section VII.A.

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307 C. If bullying is verified, the Safe School Climate Specialist or designee shall  
308 develop a student safety support plan for any student against whom an act of  
309 bullying was directed. Such support plan will include safety measures to protect  
310 against further acts of bullying.

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312 D. A specific written intervention plan shall be developed to address repeated  
313 incidents of bullying against a single individual or recurrently perpetrated  
314 bullying incidents by the same individual. The written intervention plan may  
315 include counseling, discipline and other appropriate remedial actions as  
316 determined by the Safe School Climate Specialist or designee and may also  
317 incorporate a student safety support plan, as appropriate.

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319 E. Notice to Law Enforcement

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321 If the Principal of a school (or his/her designee) reasonably believes that any act  
322 of bullying constitutes a criminal offense, he/she shall notify appropriate law  
323 enforcement. Notice shall be consistent with the Board’s obligations under state  
324 and federal law and Board policy regarding the disclosure of personally  
325 identifiable student information. In making this determination, the Principal or  
326 his/her designee, may consult with the school resource officer, if any, and other  
327 individuals the principal or designee deems appropriate.

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329 F. If a bullying complaint raises a concern about discrimination or harassment on  
330 the basis of a legally protected classification (such as race, religion, color,  
331 national origin, sex, sexual orientation, age, disability or gender identity or  
332 expression), the Safe School Climate Specialist or designee shall also coordinate  
333 any bullying investigation with other appropriate personnel within the district as  
334 appropriate (e.g. Title IX Coordinator, Section 504 Coordinator, etc.), so as to  
335 ensure that any such bullying investigation complies with the requirements of  
336 such policies regarding nondiscrimination.

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338 **VIII. Teen Dating Violence**

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340 A. The school strictly prohibits, and takes very seriously any instances of, teen  
341 dating violence, as defined above. The school recognizes that teen dating  
342 violence may take many different forms and may also be considered bullying  
343 and/or sexual harassment.

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345 B. Students and parents (or guardians of students) may bring verbal or written  
346 complaints regarding teen dating violence to any building administrator. The  
347 building administrator shall review and address the complaint, which may  
348 include referral of the complaint to the Safe School Climate Specialist and/or  
349 Title IX Coordinator.

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351 C. Prevention and intervention strategies concerning teen dating violence shall be  
352 implemented in accordance with Section X below. Discipline, up to and

353 including expulsion, may be imposed against the perpetrator of teen dating  
354 violence, whether such conduct occurs on or off campus, in accordance with  
355 Board policy and consistent with federal and state law.

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357 **IX. Documentation and Maintenance of Log**

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359 A. Each school shall maintain written reports of bullying, along with supporting  
360 documentation received and/or created as a result of bullying investigations,  
361 consistent with the Board’s obligations under state and federal law. Any  
362 educational record containing personally identifiable student information  
363 pertaining to an individual student shall be maintained in a confidential manner,  
364 and shall not be disclosed to third parties without prior written consent of a  
365 parent, guardian or eligible student, except as permitted under Board policy and  
366 state and federal law.

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368 B. The Principal of each school shall maintain a list of the number of verified acts  
369 of bullying in the school and this list shall be available for public inspection  
370 upon request. Consistent with district obligations under state and federal law  
371 regarding student privacy, the log shall not contain any personally identifiable  
372 student information or any information that alone or in combination would  
373 allow a reasonable person in the school community to identify the students  
374 involved. Accordingly, the log should be limited to basic information such as  
375 the number of verified acts, name of school and/or grade level and relevant date.  
376 Given that any determination of bullying involves repeated acts, each  
377 investigation that results in a verified act of bullying for that school year shall  
378 be tallied as one verified act of bullying unless the specific actions that are the  
379 subject of each report involve separate and distinct acts of bullying. The list  
380 shall be limited to the number of verified acts of bullying in each school and  
381 shall not set out the particulars of each verified act, including, but not limited, to  
382 any personally identifiable student information, which is confidential  
383 information by law.

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385 C. The Principal of each school shall report the number of verified acts of bullying  
386 in the school annually to the Department of Education in such manner as  
387 prescribed by the Commissioner of Education.  
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389 **X. Other Prevention and Intervention Strategies**  
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391 A. Bullying behavior and teen dating violence can take many forms and can vary  
392 dramatically in the nature of the offense and the impact the behavior may have  
393 on the victim and other students. Accordingly, there is no one prescribed  
394 response to verified acts of bullying or to teen dating violence. While conduct  
395 that rises to the level of “bullying” or “teen dating violence,” as defined above,  
396 will generally warrant traditional disciplinary action against the perpetrator of  
397 such bullying or teen dating violence, whether and to what extent to impose  
398 disciplinary action (e.g., detention, in-school suspension, suspension or  
399 expulsion) is a matter for the professional discretion of the building principal (or  
400 responsible program administrator or his/her designee). No disciplinary action  
401 may be taken solely on the basis of an anonymous complaint of bullying. As  
402 discussed below, schools may also consider appropriate alternatives to  
403 traditional disciplinary sanctions, including age-appropriate consequences and  
404 other restorative or remedial interventions.  
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406 B. A specific written intervention plan shall be developed to address repeated  
407 incidents of bullying against a single individual or recurrently perpetrated  
408 bullying incidents by the same individual. This plan may include safety  
409 provisions, as described above, for students against whom acts of bullying have  
410 been verified and may include other interventions such as counseling,  
411 discipline, and other appropriate remedial or restorative actions as determined  
412 by the responsible administrator.  
413

414 C. The following sets forth possible interventions which may also be utilized to  
415 enforce the Board’s prohibition against bullying and teen dating violence:  
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417 (1) Non-disciplinary interventions

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419 When verified acts of bullying are identified early and/or when such  
420 verified acts of bullying do not reasonably require a disciplinary response,  
421 students may be counseled as to the definition of bullying, its prohibition,  
422 and their duty to avoid any conduct that could be considered bullying.  
423 Students may also be subject to other forms of restorative discipline or  
424 remedial actions, appropriate to the age of the students and nature of the  
425 behavior.

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427 If a complaint arises out of conflict between students or groups of  
428 students, peer or other forms of mediation may be considered. Special  
429 care, however, is warranted in referring such cases to peer mediation. A  
430 power imbalance may make the process intimidating for the victim and  
431 therefore inappropriate. In such cases, the victim should be given  
432 additional support. Alternatively, peer mediation may be deemed  
433 inappropriate to address the concern.

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435 When an act or acts of teen dating violence are identified, the students  
436 involved may be counseled as to the seriousness of the conduct, the  
437 prohibition of teen dating violence, and their duty to avoid any such  
438 conduct. Students may also be subject to other forms of restorative  
439 discipline or remedial actions, appropriate to the age of the students and  
440 nature of the behavior.

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442 (2) Disciplinary interventions

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444 When acts of bullying are verified or teen dating violence occurs, and a  
445 disciplinary response is warranted, students are subject to the full range of  
446 disciplinary consequences. Anonymous complaints of bullying, however,  
447 shall not be the basis for disciplinary action.

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449 In-school suspension and suspension may be imposed only after informing  
450 the accused perpetrator of the reasons for the proposed suspension and  
451 giving him/her an opportunity to explain the situation, in accordance with  
452 the Board’s Student Discipline policy.

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454 Expulsion may be imposed only after a hearing before the Board of  
455 Education, a committee of the Board or an impartial hearing officer  
456 designated by the Board of Education in accordance with the Board’s  
457 Student Discipline policy. This consequence shall normally be reserved  
458 for serious incidents of bullying and teen dating violence, and/or when  
459 past interventions have not been successful in eliminating bullying  
460 behavior.

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462 (3) Interventions for bullied students and victims of teen dating violence

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464 The building principal (or other responsible program administrator) or  
465 his/her designee shall intervene in order to address incidents of bullying or  
466 teen dating violence against a single individual. Intervention strategies for  
467 a bullied student or victim of teen dating violence may include the  
468 following:

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470 (a) Referral to a school counselor, psychologist or other appropriate social  
471 or mental health service;

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473 (b) Increased supervision and monitoring of student to observe and  
474 intervene in bullying situations or instances of teen dating violence;

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476 (c) Encouragement of student to seek help when victimized or witnessing  
477 victimization;

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479 (d) Peer mediation or other forms of mediation, where appropriate;

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- 481 (e) Student Safety Support plan;
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- 483 (f) Restitution and/or restorative interventions; and
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- 485 (g) Periodic follow-up by the Safe School Climate Specialist and/or Title
- 486 IX Coordinator with the bullied student or victim of teen dating
- 487 violence.

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489 (4) General prevention and intervention strategies

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491 In addition to the prompt investigation of complaints of bullying and

492 direct intervention when acts of bullying are verified, other district actions

493 may ameliorate potential problems with bullying in school or at school-

494 sponsored activities. Additional district actions may also ameliorate

495 potential problems with teen dating violence. While no specific action is

496 required, and school needs for specific prevention and intervention

497 strategies may vary from time to time, the following list of potential

498 prevention and intervention strategies shall serve as a resource for

499 administrators, teachers and other professional employees in each school.

500 Such prevention and intervention strategies may include, but are not

501 limited to:

- 502
- 503 (a) School rules prohibiting bullying, teen dating violence, harassment and
- 504 intimidation and establishing appropriate consequences for those who
- 505 engage in such acts;
- 506
- 507 (b) Adequate adult supervision of outdoor areas, hallways, the lunchroom
- 508 and other specific areas where bullying or teen dating violence are
- 509 likely to occur;
- 510
- 511 (c) Inclusion of grade-appropriate bullying and teen dating violence
- 512 education and prevention curricula in kindergarten through high

513 school, which may include instruction regarding building safe and  
514 positive school communities including developing healthy  
515 relationships and preventing dating violence as deemed appropriate for  
516 older students;

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518 (d) Individual interventions with the perpetrator, parents and school  
519 employees, and interventions with the bullied student, parents and  
520 school employees;

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522 (e) School-wide training related to safe school climate, which training  
523 may include Title IX sex discrimination/sexual harassment prevention  
524 training, Section 504/ADA training, cultural diversity/multicultural  
525 education or other training in federal and state civil rights legislation  
526 or other topics relevant to safe school climate;

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528 (f) Student peer training, education and support;

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530 (g) Promotion of parent involvement in bullying prevention through  
531 individual or team participation in meetings, trainings and individual  
532 interventions;

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534 (h) Implementation of a positive behavioral interventions and supports  
535 process or another evidence-based model approach for a safe school  
536 climate or for the prevention of bullying and teen dating violence,  
537 including any such program identified by the Department of  
538 Education;

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540 (i) Respectful responses to bullying and teen dating violence concerns  
541 raised by students, parents or staff;

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543 (j) Planned professional development programs addressing prevention  
544 and intervention strategies, which training may include school

545 violence prevention, conflict resolution and prevention of bullying and  
546 teen dating violence, with a focus on evidence based practices  
547 concerning same;

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549 (k) Use of peers to help ameliorate the plight of victims and include them  
550 in group activities;

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552 (l) Avoidance of sex-role stereotyping;

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554 (m) Continuing awareness and involvement on the part of school  
555 employees and parents with regards to prevention and intervention  
556 strategies;

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558 (n) Modeling by teachers of positive, respectful, and supportive behavior  
559 toward students;

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561 (o) Creating a school atmosphere of team spirit and collaboration that  
562 promotes appropriate social behavior by students in support of others;

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564 (p) Employing classroom strategies that instruct students how to work  
565 together in a collaborative and supportive atmosphere; and

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567 (q) Culturally competent school-based curriculum focusing on social-  
568 emotional learning, self-awareness and self-regulation.

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570 D. In addition to prevention and intervention strategies, administrators, teachers  
571 and other professional employees may find opportunities to educate students  
572 about bullying and help eliminate bullying behavior through class discussions,  
573 counseling, and reinforcement of socially-appropriate behavior.  
574 Administrators, teachers and other professional employees should intervene  
575 promptly whenever they observe mean-spirited student conduct, even if such  
576 conduct does not meet the formal definition of “bullying.”

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578 E. Funding for the school-based bullying intervention and school climate  
579 improvement strategy may originate from public, private, federal or  
580 philanthropic sources.

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582 **XI. Improving School Climate**

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584 Each school has a Safe School Climate Plan which addresses the mandated areas of  
585 compliance required by CT General Statutes. The plan outlines current efforts, as well as  
586 ways in which the administration, faculty and staff of each school are committed to the  
587 improvement of the plan, which is updated biennially.

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589 **XII. Annual Notice and Training**

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591 A. Students, and parents or guardians of students shall be notified annually of the  
592 process by which students may make reports of bullying.

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594 B. The Board shall provide for the inclusion of language in student codes of  
595 conduct concerning bullying.

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597 C. At the beginning of each school year, each school shall provide all school  
598 employees with a written or electronic copy of the school district's safe school  
599 climate plan and require that all school employees annually complete training  
600 on the identification, prevention and response to bullying as required by law.

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602 D. The Board shall also provide on its website training materials to school  
603 administrators regarding the prevention of and intervention in discrimination  
604 against and targeted harassment of students based on such students' (1) actual or  
605 perceived differentiating characteristics, such as race, color, religion, ancestry,  
606 national origin, gender, sexual orientation, gender identity or expression,  
607 socioeconomic status, academic status, physical appearance or mental, physical,

608 developmental or sensory disability, or (2) association with individuals or  
609 groups who have or are perceived to have one or more of such characteristics.

610

611 E. Any person appointed by the district to serve as district safe school climate  
612 coordinator shall complete mental health and first aid training offered by the  
613 Commissioner of Mental Health and Addiction Services.

614

615 **XIII. School Climate Assessments**

616

617 Biennially, the Board shall require each school in the district to complete an  
618 assessment using the school climate assessment instruments, including surveys,  
619 approved and disseminated by the Connecticut State Department of Education.

620 The Board shall collect the school climate assessments for each school in the  
621 district and submit such assessments to the Connecticut State Department of  
622 Education.

623

624

625 Legal References:

626 Public Act 19-166

627 Conn. Gen. Stat. § 10-222d

628 Conn. Gen. Stat. § 10-222g

629 Conn. Gen. Stat. § 10-222k

630 Conn. Gen. Stat. § 10-222l

631 Conn. Gen. Stat. §§ 10-233a through 10-233f

632 Connecticut State Department of Education Circular Letter C-8,  
633 Series 2008-2009 (March 16, 2009)

634

635 Connecticut State Department of Education Circular Letter C-3,  
636 Series 2011-2012 (September 12, 2011)

637

638 Connecticut State Department of Education Circular Letter C-2,  
639 Series 2014-2015 (July 14, 2014)

640

641 Connecticut State Department of Education Circular Letter C-1,  
642 Series 2018-2019 (July 12, 2018)

643

644 Connecticut State Department of Education Circular Letter C-1,

645            Series 2019-2020 (July 16, 2019)

646

647

648    First Reading: March 2, 2021