

Bullying Prevention and Intervention

The Madison Board of Education (the “Board”) is committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and thus free from bullying, teen dating violence, harassment and discrimination. In accordance with state law and the Board’s Safe School Climate Plan, the Board expressly prohibits any form of bullying behavior 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.

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. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Students who engage in bullying behavior or teen dating violence 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.

For purposes of this policy, “**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 school 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;~~

#5131.911(b)

~~(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; caused physical or emotional harm to an individual;~~

~~(4) infringes on the rights of such student at school; or placed an individual in reasonable fear of physical or emotional harm; or~~

~~(5) substantially disrupts the education process or the orderly operation of a school infringes on the rights or opportunities of an individual at school.~~

Bullying shall include, but need not be limited to, a written, ~~verbal—~~oral 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.

For purposes of this policy, "**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.

For purposes of this policy, "**Teen Dating Violence**" means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.

Consistent with the requirements under state law, the Board authorizes the Superintendent or ~~his/her~~ designee(s), along with the Safe School Climate Coordinator, to be responsible for developing and implementing a Safe School Climate Plan in furtherance of this policy. As

65 provided by state law, such Safe School Climate Plan shall include, but not be limited to
66 provisions which:

67

68 (1) ~~Enable~~ enable students to anonymously report acts of bullying to school employees
69 and require students and the parents or guardians of students to be notified at the
70 beginning of each school year of the process by which students may make such
71 reports;

72

73 (2) enable the parents or guardians of students to file written reports of suspected
74 bullying;

75

76 (3) require school employees who witness acts of bullying or receive reports of bullying
77 to orally notify the safe school climate specialist, or another school administrator if
78 the safe school climate specialist is unavailable, not later than one school day after
79 such school employee witnesses or receives a report of bullying, and to file a written
80 report not later than two school days after making such oral report;

81

82 (4) require the safe school climate specialist to investigate or supervise the investigation
83 of all reports of bullying and ensure that such investigation is completed promptly
84 after receipt of any written reports made under this section and that the parents or
85 guardians of the student alleged to have committed an act or acts of bullying and the
86 parents or guardians of the student against whom such alleged act or acts were
87 directed receive prompt notice that such investigation has commenced;

88

89 (5) require the safe school climate specialist to review any anonymous reports, except
90 that no disciplinary action shall be taken solely on the basis of an anonymous report;

91

92 (6) include a prevention and intervention strategy for school employees to deal with
93 bullying and teen dating violence;

94

95 (7) provide for the inclusion of language in student codes of conduct concerning
96 bullying;

97

98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129

- (8) require each school to notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation described in subdivision (4), above; (A) of the results of such investigation, and (B) verbally or by electronic mail, if such parents' or guardians' electronic mail addresses are known, that such parents or guardians may refer to the plain language explanation of the rights and remedies available under Conn. Gen. Stat. Section 10-4a and 10-4b published on the Internet website of the Board;
- (9) require each school to invite the parents or guardians of a student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and policies and procedures in place to prevent further acts of bullying;
- (10) require each school to invite the parents or guardians of a student who commits any verified act of bullying to a meeting, separate and distinct from the meeting required in subdivision (9) above, to discuss specific interventions undertaken by the school to prevent further acts of bullying;
- (11) establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;
- (12) direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;

- 130 (13) prohibit discrimination and retaliation against an individual who reports or assists in
131 the investigation of an act of bullying;
132
- 133 (14) direct the development of student safety support plans for students against whom an
134 act of bullying was directed that address safety measures the school will take to
135 protect such students against further acts of bullying;
136
- 137 (15) require the principal of a school, or the principal's designee, to notify the
138 appropriate local law enforcement agency when such principal, or the principal's
139 designee, believes that any acts of bullying constitute criminal conduct;
140
- 141 (16) prohibit bullying (A) on school grounds, at a school-sponsored or school-related
142 activity, function or program whether on or off school grounds, at a school bus stop,
143 on a school bus or other vehicle owned, leased or used by a local or regional board
144 of education, or through the use of an electronic device or an electronic mobile
145 device owned, leased or used by the Board, and (B) outside of the school setting if
146 such bullying (i) creates a hostile environment at school for the student against
147 whom such bullying was directed, or (ii) infringes on the rights of the student
148 against whom such bullying was directed at school, or (iii) substantially disrupts the
149 education process or the orderly operation of a school;
150
- 151 (17) require, at the beginning of each school year, each school to provide all school
152 employees with a written or electronic copy of the school district's safe school
153 climate plan;
154
- 155 (18) require that all school employees annually complete the training described in Conn.
156 Gen. Stat. §§ 10-220a or 10-222j related to the identification, prevention and
157 response to bullying. ~~and~~
158
- 159 ~~(19) provide on the Board's website training materials to school administrators regarding~~
160 ~~the prevention of and intervention in discrimination against and targeted harassment~~
161 ~~of students based on such students' (1) actual or perceived differentiating~~

~~characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance or mental, physical, developmental or sensory disability, or (2) association with individuals or groups who have or are perceived to have one or more of such characteristics.~~

The notification required pursuant to subdivision (8) (above) and the invitation required pursuant to subdivisions (9) and (10) (above) shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying. Any information provided under this policy or accompanying Safe School Climate Plan shall be provided in accordance with the confidentiality restrictions imposed under the Family Educational Rights Privacy Act ("FERPA") and the district's Confidentiality and Access to Student Information policy and regulations.

The Board shall submit its Safe School Climate Plan to the State Department of Education for review and approval. Not later than thirty (30) calendar days after approval by the Department, the Board shall make such plan available on the Board's and each individual school in the school district's web site and ensure that the Safe School Climate Plan is included in the school district's publication of the rules, procedures and standards of conduct for schools and in all student handbooks.

As required by state law, the Board, after consultation with the Connecticut Department of Education and the Connecticut Social and Emotional Learning and School Climate Advisory Collaborative, shall provide on the Board's website training materials to school administrators regarding the prevention of and intervention in discrimination against and targeted harassment of students based on such students' (1) actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance or mental, physical, developmental or sensory disability, or (2) association with individuals or groups who have or are perceived to have one or more of such characteristics.

193 As required by state law, the Board shall post on its website the plain language explanation of
194 rights and remedies under Connecticut General Statutes §§ 10-4a and 10-4b, as developed and
195 provided to the Board by the Connecticut Social and Emotional Learning and School Climate
196 Advisory Collaborative.

197
198

199
200 Legal References:

201 Public Act 19-166

202 Public Act 21-95

203 Conn. Gen. Stat. § 10-145a

204 Conn. Gen. Stat. § 10-145o

205 Conn. Gen. Stat. § 10-220a

206 Conn. Gen. Stat. § 10-222d

207 Conn. Gen. Stat. § 10-222g

208 Conn. Gen. Stat. § 10-222h

209 Conn. Gen. Stat. § 10-222j

210 Conn. Gen. Stat. § 10-222k

211 Conn. Gen. Stat. § 10-222l

212 Conn. Gen. Stat. § 10-222q

213 Conn. Gen. Stat. § 10-222r

214
215 Conn. Gen. Stat. §§ 10-233a through 10-233f
216

217 Date of Adoption: April 6, 2021

218 First Reading: March 1, 2022

219 Second Reading: April 5, 2022