
Bullying Prevention and Intervention

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5 The Madison Board of Education (the “Board”) is committed to creating and maintaining
6 an educational environment that is physically, emotionally and intellectually safe and
7 thus free from bullying, teen dating violence, harassment and discrimination. In
8 accordance with state law and the Board’s Safe School Climate Plan, the Board expressly
9 prohibits any form of bullying behavior on school grounds; at a school-sponsored or
10 school-related activity, function or program, whether on or off school grounds; at a
11 school bus stop; on a school bus or other vehicle owned, leased or used by a local or
12 regional board of education; or through the use of an electronic device or an electronic
13 mobile device owned, leased or used by the Board.

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15 The Board also prohibits any form of bullying behavior outside of the school setting if
16 such bullying (i) creates a hostile environment at school for the student against whom
17 such bullying was directed, (ii) infringes on the rights of the student against whom such
18 bullying was directed at school, or (iii) substantially disrupts the education process or the
19 orderly operation of a school. Discrimination and/or retaliation against an individual who
20 reports or assists in the investigation of an act of bullying is likewise prohibited.

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22 Students who engage in bullying behavior or teen dating violence shall be subject to
23 school discipline, up to and including expulsion, in accordance with the Board's policies
24 on student discipline, suspension and expulsion, and consistent with state and federal law.

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26 For purposes of this policy, “**Bullying**” means the repeated use by one or more students
27 of a written, oral or electronic communication, such as cyberbullying, directed at or
28 referring to another student attending school in the same school district, or a physical act
29 or gesture by one or more students repeatedly directed at another student attending school
30 in the same school district, that:

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32 (1) causes physical or emotional harm to such student or damage to such student’s
33 property;

35 (2) places such student in reasonable fear of harm to himself or herself, or of
36 damage to his or her property;

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38 (3) creates a hostile environment at school for such student;

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40 (4) infringes on the rights of such student at school; or

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

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

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53 For purposes of this policy, "**Cyberbullying**" means any act of bullying through the use
54 of the Internet, interactive and digital technologies, cellular mobile telephone or other
55 mobile electronic devices or any electronic communications.

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

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62 Consistent with the requirements under state law, the Board authorizes the
63 Superintendent or his/her designee(s), along with the Safe School Climate Coordinator, to
64 be responsible for developing and implementing a Safe School Climate Plan in
65 furtherance of this policy. As provided by state law, such Safe School Climate Plan shall
66 include, but not be limited to provisions which:

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- 68 (1) 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
70 the beginning of each school year of the process by which students may
71 make such reports;
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- 73 (2) enable the parents or guardians of students to file written reports of
74 suspected bullying;
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- 76 (3) require school employees who witness acts of bullying or receive reports of
77 bullying to orally notify the safe school climate specialist, or another school
78 administrator if the safe school climate specialist is unavailable, not later
79 than one school day after such school employee witnesses or receives a
80 report of bullying, and to file a written report not later than two school days
81 after making such oral report;
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- 83 (4) require the safe school climate specialist to investigate or supervise the
84 investigation of all reports of bullying and ensure that such investigation is
85 completed promptly after receipt of any written reports made under this
86 section and that the parents or guardians of the student alleged to have
87 committed an act or acts of bullying and the parents or guardians of the
88 student against whom such alleged act or acts were directed receive prompt
89 notice that such investigation has commenced;
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- 91 (5) require the safe school climate specialist to review any anonymous reports,
92 except that no disciplinary action shall be taken solely on the basis of an
93 anonymous report;
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- 95 (6) include a prevention and intervention strategy for school employees to deal
96 with bullying and teen dating violence;
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- 98 (7) provide for the inclusion of language in student codes of conduct concerning
99 bullying;

- 101 (8) require each school to notify the parents or guardians of students who
102 commit any verified acts of bullying and the parents or guardians of students
103 against whom such acts were directed not later than forty-eight hours after
104 the completion of the investigation described in subdivision (4), above;
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- 106 (9) require each school to invite the parents or guardians of a student against
107 whom such act was directed to a meeting to communicate to such parents or
108 guardians the measures being taken by the school to ensure the safety of the
109 student against whom such act was directed and policies and procedures in
110 place to prevent further acts of bullying;
111
- 112 (10) require each school to invite the parents or guardians of a student who
113 commits any verified act of bullying to a meeting, separate and distinct from
114 the meeting required in subdivision (9) above, to discuss specific
115 interventions undertaken by the school to prevent further acts of bullying;
116
- 117 (11) establish a procedure for each school to document and maintain records
118 relating to reports and investigations of bullying in such school and to
119 maintain a list of the number of verified acts of bullying in such school and
120 make such list available for public inspection, and annually report such
121 number to the Department of Education and in such manner as prescribed by
122 the Commissioner of Education;
123
- 124 (12) direct the development of case-by-case interventions for addressing repeated
125 incidents of bullying against a single individual or recurrently perpetrated
126 bullying incidents by the same individual that may include both counseling
127 and discipline;
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- 129 (13) prohibit discrimination and retaliation against an individual who reports or
130 assists in the investigation of an act of bullying;
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- 132 (14) direct the development of student safety support plans for students against
133 whom an act of bullying was directed that address safety measures the
134 school will take to protect such students against further acts of bullying;
135
- 136 (15) require the principal of a school, or the principal's designee, to notify the
137 appropriate local law enforcement agency when such principal, or the
138 principal's designee, believes that any acts of bullying constitute criminal
139 conduct;
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- 141 (16) prohibit bullying (A) on school grounds, at a school-sponsored or school-
142 related activity, function or program whether on or off school grounds, at a
143 school bus stop, on a school bus or other vehicle owned, leased or used by a
144 local or regional board of education, or through the use of an electronic
145 device or an electronic mobile device owned, leased or used by the Board,
146 and (B) outside of the school setting if such bullying (i) creates a hostile
147 environment at school for the student against whom such bullying was
148 directed, or (ii) infringes on the rights of the student against whom such
149 bullying was directed at school, or (iii) substantially disrupts the education
150 process or the orderly operation of a school;
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- 152 (17) require, at the beginning of each school year, each school to provide all
153 school employees with a written or electronic copy of the school district's
154 safe school climate plan;
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- 156 (18) require that all school employees annually complete the training described
157 in Conn. Gen. Stat. §§ 10-220a or 10-222j related to the identification,
158 prevention and response to bullying; and
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- 160 (19) provide on the Board's website training materials to school administrators
161 regarding the prevention of and intervention in discrimination against and
162 targeted harassment of students based on such students' (1) actual or
163 perceived differentiating characteristics, such as race, color, religion,
164 ancestry, national origin, gender, sexual orientation, gender identity or

165 expression, socioeconomic status, academic status, physical appearance or
166 mental, physical, developmental or sensory disability, or (2) association
167 with individuals or groups who have or are perceived to have one or more of
168 such characteristics.

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

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

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186 Legal References:

187 Public Act 19-166 Conn. Gen. Stat. § 10-145a

188 Conn. Gen. Stat. § 10-145o

189 Conn. Gen. Stat. § 10-220a

190 Conn. Gen. Stat. § 10-222d

191 Conn. Gen. Stat. § 10-222g

192 Conn. Gen. Stat. § 10-222h

193 Conn. Gen. Stat. § 10-222j

194 Conn. Gen. Stat. § 10-222k

195 Conn. Gen. Stat. § 10-222l

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

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- 198 First Reading: March 2, 2021
- 199 Second Reading: March 16, 2021
- 200