

The Board encourages students who believe they or others have been bullied to promptly report such incidents to the building principal or designee.

Students are encouraged to use the district's report form, available from the building principal, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.

The Board directs that verbal and written complaints of bullying shall be investigated promptly, and appropriate corrective or preventative action be taken when allegations are substantiated. The Board directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under other Board policies.

Title IX Sexual Harassment and Other Discrimination

Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Title IX Coordinator/Compliance Officer. If, in the course of a bullying investigation, potential issues of discrimination are identified, the Title IX Coordinator/Compliance Officer shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the investigation shall be handled in accordance with applicable law, regulations, this policy and the district's legal and investigative obligations.

Retaliation

Reprisal or retaliation relating to reports of bullying or participation in an investigation of allegations of bullying is prohibited and shall be subject to disciplinary action.

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

4. Delegation of
Responsibility

<p>5. Guidelines</p>	<p>The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.</p> <p>The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.</p> <p>District administration shall annually provide the following information with the Safe School Report:</p> <ol style="list-style-type: none"> 1. Board's Bullying Policy. 2. Report of bullying incidents. 3. Information on the development and implementation of any bullying prevention, intervention or education programs. <p><u>Guidelines</u></p> <p>The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.</p> <p>This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district website.</p> <p><u>Education</u></p> <p>The district shall develop, implement and evaluate bullying prevention and intervention programs and activities. Programs and activities shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.</p> <p><u>Consequences for Violations</u></p> <p>A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:</p> <ol style="list-style-type: none"> 1. Counseling within the school. 2. Parental conference. 3. Loss of school privileges. 4. Transfer to another school building, classroom or school bus. 5. Exclusion from school-sponsored activities.
<p>Pol. 218, 233</p>	

6. Detention.
7. Suspension.
8. Expulsion.
9. Counseling/Therapy outside of school.
10. Referral to law enforcement officials.

Legal

1. 24 P.S. 1303.1-A
2. Pol. 103
3. Pol. 103.1
4. Pol. 218
5. 22 PA Code 12.3
6. 20 U.S.C. 7118
7. 24 P.S. 1302-A
8. Pol. 236
9. Pol. 233
- Pol. 113.1

LINE MOUNTAIN SCHOOL DISTRICT

SECTION: PUPILS
TITLE: BULLYING/CYBERBULLYING - AG
ADOPTED: August 10, 2021
REVISED:

Examples of Possible Bullying Behavior

Below is a non-exhaustive list of examples of possible bullying behavior:

1. Intimidating/threatening/demeaning letters, notes, messages, emails, texts, postings, and/or social media communications.
2. Verbally intimidating/threatening comments, slurs, innuendos, or taunting.
3. Visual gestures.
4. Physical hitting, slapping, kicking, pinching, or similar conduct.
5. Making reprisals, threats of reprisal, or implied threats of reprisal.
6. Forced social isolation or manipulation of a student.
7. Implicit or explicit coercive behavior to control, influence, or affect the health and well-being of a student.
8. Other behavior or acts which has the effect of substantially interfering with a student's education, creates an intimidating or threatening educational environment, or substantially disrupts the orderly operation of the school.

Reporting & Investigation Procedures

Students who believe they or others have been subjected to bullying are encouraged to promptly report such incidents to their principal, assistant principal, athletic director, school counselor, coach/activity sponsor, or other trusted school official. In the event a report is received by an individual other than the building principal, the building principal shall be notified so that a proper investigation may begin.

Complaints of bullying by a student against another student shall be handled in the same manner as other student disciplinary investigations. Upon receipt of a complaint of bullying the building principal or designee shall determine what, if any interim measures should be put in place to protect students from further bullying or similar conduct.

If, in the course of a bullying investigation, potential issues of Title IX sexual harassment are identified (as defined in Board Policy 248), the Title IX Coordinator shall be promptly notified. Notwithstanding anything to the contrary in this Administrative Guideline or the accompanying Board Policy, any complaints or allegations

raised under this Administrative Guideline or the accompanying Board Policy that could be construed as an allegation or complaint of Title IX sexual harassment must be referred to the Title IX Coordinator and handled in accordance with the procedures set forth in District Policy.

Parents/Guardians, coaches, activity sponsors, volunteers, District employees, representatives, agents, and contractors shall be alert to incidents of bullying and potential bullying and shall promptly report such conduct to their immediate supervisor or the appropriate building principal. In the event a report is received by an individual other than the building principal, the building principal shall be notified so that a proper investigation may begin.

Employees who fail to report known instances of bullying shall be subject to appropriate discipline, in accordance with applicable law and any applicable collective bargaining agreement.

The Superintendent or designee shall report incidents of bullying as required by law and contemplated in the memorandum of understanding in effect with local law enforcement.

Disciplinary Consequences

Disciplinary consequences will be imposed in accordance with Board Policy, school rules, and applicable law.

Publicity

This Administrative Guideline and the accompanying Board Policy will be posted on a publicly accessible page of the District's website.

At least once each school year, each building principal or designee shall review with students the contents of this Administrative Guideline and the accompanying Board Policy.

Building administrators or their designees will ensure that this Administrative Guideline and the accompanying Board Policy are available in all classrooms and posted in a prominent location in each school building.

**DISCRIMINATION/SEXUAL
HARASSMENT/BULLYING/ HAZING/DATING
VIOLENCE/RETALIATION REPORT FORM**

The Board declares it to be the policy of this district to provide a safe, positive learning and working environment that is free from bullying, hazing, dating violence, sexual harassment and other discrimination, and retaliation. If you have experienced, or if you have knowledge of, any such actions, we encourage you to complete this form. The Title IX Coordinator/Compliance Officer will be happy to support you by answering any questions about the report form, reviewing the report form for completion and assisting as necessary with completion of the report. The Title IX Coordinator/Compliance Officer's contact information is:

Position: Title IX Coordinator/Compliance Officer

Address: 185 Line Mountain Road, Herndon, PA 17830

Email: bskelton@linemountain.com

Phone Number: 570-758-2011

**Retaliation
Prohibited**

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against you for filing this report. Please contact the Title IX Coordinator/Compliance Officer immediately if you believe retaliation has occurred.

Confidentiality

Confidentiality of all parties, witnesses, the allegations and the filing of a report shall be handled in accordance with applicable law, regulations, Board policy, procedures, and the district's legal and investigative obligations. The school will take all reasonable steps to investigate and respond to the report, consistent with a request for confidentiality as long as doing so does not preclude the school from responding effectively to the report. If you have any questions regarding how the information contained in this report may be used, please discuss them with the Title IX Coordinator/Compliance Officer prior to filing the report. Once this report is filed, the district has an obligation to investigate the information provided.

Note: For purposes of Title IX sexual harassment, this Report Form serves initially as an informal report, not a formal complaint of Sexual Harassment under Title IX.

I. Information About the Person Making This Report:

Name:

Address:

Phone Number:

School Building:

I am a:

Student Parent/Guardian Employee Volunteer Visitor

Other _____ (please explain relationship to the

district) If you are not the victim of the reported conduct, please identify the alleged victim:

Name:

The alleged victim is: Your Child Another Student A District Employee

Other: _____ (please explain relationship to the alleged victim)

II. Information About the Person(s) You Believe is/are Responsible for the Bullying, Hazing, Harassing or Other Discrimination You are Reporting

What is/are the name(s) of the individual(s) you believe is/are responsible for the conduct you are reporting?

Name(s):

The reported individual(s) is/are:

Student(s) Employee(s)

Other _____ (please explain relationship to the district)

III. Description of the Conduct You are Reporting

In your own words, please do your best to describe the conduct you are reporting as clearly as possible. Please attach additional pages if necessary:

When did the reported conduct occur? (Please provide the specific date(s) and time(s) if possible):

Where did the reported conduct take place?

Please provide the name(s) of any person(s) who was/were present, even if for only part of the time.

Please provide the name(s) of any other person(s) that may have knowledge or related information surrounding the reported conduct.

Have you reported this conduct to any other individual prior to giving this report?

Yes No

If yes, who did you tell about it?

If you are the victim of the reported conduct, how has this affected you?

I affirm that the information reported above is true to the best of my knowledge, information and belief.

Signature of Person Making the Report

Date

Received By

Date