

## BULLYING

Bullying of any type has no place in a school setting. The Saugus Public Schools will endeavor to maintain learning and working environment free of bullying.

Bullying is defined as the severe or repeated use of a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, by one or more students directed at another student that has the effect of:

1. Causing physical or emotional harm to the other student or damage to his or her property;
2. placing the other student in reasonable fear of harm to him or herself or of damage to his or her property;
3. creating a hostile environment at school for the bullied student;
4. infringing on the rights of the other student at school; or
5. materially and substantially disrupting the education process or the orderly operation of a school.

Cyber-bullying is bullying through the use of technology or any electronic means.

(a) Harassment, Intimidation, Bullying and Cyber bullying, is prohibited:

- (1) No student shall be subjected to harassment, intimidation, bullying, or cyber bullying in any public educational institution,
  - (A) During any education program or activity; or
  - (B) While in school, on school equipment or property, in school vehicles, on school buses, at designated school bus stops, at school-sponsored activities, at school-sanctioned events; or
  - (C) Through the use of data, telephone or computer software that is accessed through a computer, computer system, or computer network of any public educational institution.
  - (D) at non-school-related locations and through non-school technology or electronic devices, if the bullying affects the school environment.
- (2) “Bullying and cyber bullying,” unwelcome written, electronic, verbal or physical acts or gestures where a student feels coerced, intimidated, harassed or threatened and, under the circumstances, may cause: (1) physical or emotional harm to a student,
- (2) damage to another student’s property, or (3) a disruptive or hostile school environment. The behavior must interfere with a student’s academic performance or ability to learn, or interfere with a student’s ability to participate in or benefit from services, activities, or privileges that are being offered through the school district.
- (3) As used in this Section, “electronic communication” means any communication through an electronic device including a telephone, cellular phone, computer or pager.

Examples of bullying include but are not exclusive to:

1. Intimidation, either physical or psychological
2. Threats of any kind, stated or implied
3. Assaults on students, including those that are verbal, physical, psychological and emotional
4. Attacks on student property

The School Committee expects administrators and supervisors to make clear to students and staff that bullying in the school building, on school grounds, on the bus or school-sanctioned transportation, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension and expulsion for students, and termination for employees.

The District will promptly and reasonably investigate allegations of harassment, including bullying. Bullying shall be stopped as soon as it occurs, all school staff are required to promptly report bullying when they witness or become aware of it. A school principal or his designee must immediately investigate and take appropriate disciplinary action.

The District shall through the Superintendent develop administrative guidelines and procedures for the implementation of this policy.

This plan shall include:

1. Procedures for responding to and investigating reports of bullying.
2. Strategies for protecting those who report bullying.
3. Notice to the parents or guardians of students involved in bullying, including perpetrators and Victims.
4. Appropriate services for students who have been bullied or who are bullies.

SOURCE: MASC

LEGAL REFS.: Title VII, Section 703, Civil Rights Act of 1964 as amended  
Federal Regulation 74676 issued by EEO Commission  
Title IX of the Education Amendments of 1972  
Board of Education 603 CMR 26:00  
M.G.L.A. Chapter 71, Sec 37O

REFS.: National School Safety Center  
Maine Project against Bullying  
The Wellesley College Center for Research on Women

CROSS REFS.: AC, Nondiscrimination  
ACAB, Sexual Harassment  
JICFA-E, Hazing

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