

## **Pupil Safety and Violence Prevention**

### Statement of Purpose, Intent and Scope

All pupils have the right to attend school and school-sponsored activities that are safe, secure and peaceful environments. Pupils should be protected from all forms of physical, emotional, and psychological bullying and cyber bullying.

Bullying in schools has historically included actions shown to be motivated by a pupil's actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, physical, mental emotional or learning disability, gender identity and expression, obesity, or other distinguishing personal characteristics, or based on association with any person identified in any of the above categories.

It is the intent of this policy to protect children from physical, emotional and psychological harm by addressing bullying and cyber bullying of any kind in our district/school, and to prevent the creation of a hostile educational environment. All pupils are protected under this policy, regardless of their legal status.

This policy applies to pupils, school district employees, regular school volunteers, coaches, and persons who have contact with pupils in connection with school classes, activities and programs. Bullying and cyber bullying outside of school activities or off school premises are subject to this policy as set forth herein.

### Bullying, Cyber bullying and Retaliation Prohibited

It shall be a violation of this policy to engage in, or cause others to engage in, the bullying or cyber bullying of a pupil.

It shall be a violation of this policy to engage in retaliation or false accusations against a victim, witness, or anyone else who in good faith provides information about an act of bullying or cyber bullying.

There shall be disciplinary consequences or interventions, or both, for a person who commits an act of bullying or cyber bullying, falsely accuses another of the same as a means of retaliation or reprisal, or otherwise violates this policy.

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**Mr. Fred Elliott**  
**Mrs. Judith Nason**

**Adopted by the Board: 15 December 2010**

**Pupil Safety and Violence Prevention***(continued)*Definitions

1. "Bullying" means a single significant incident, or a pattern of incidents, involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another pupil which:
  - a. Physically harms a pupil or damages the pupil's property;
  - b. Causes emotional distress to a pupil;
  - c. Interferes with a pupil's educational opportunities;
  - d. Creates a hostile educational environment; or
  - e. Substantially disrupts the orderly operation of the school.
2. "Bullying" shall include actions motivated by an imbalance of power based on a pupil's actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the pupil's association with another person and based on the other person's characteristics, behaviors, or beliefs.
3. "Cyber bullying" means conduct defined in paragraph 1 of this section, undertaken through the use of electronic devices.
4. "Electronics devices" include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, and websites.
5. "Perpetrator" means a pupil who engages in bullying or cyber bullying.
6. "School Property" means all real property and all physical plant and equipment used for school purposes, including public or private school buses or vans.
7. "Victim" means a pupil against whom bullying or cyber bullying has been perpetrated.

Actionable Incidents of Bullying or Cyber Bullying

1. "Bullying" or "cyber bullying" shall occur when an action or communication as defined in the above "Definitions" section:
  - a. Occurs on, or is delivered to, school property or a school-sponsored activity or event, on or off school property; or

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- b. Occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a pupil's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event.

Reporting

1. A pupil may report bullying or cyber bullying to any school district employee or agent.
2. Any school employee or agent who receives a complaint of bullying or cyber bullying, or is otherwise aware of such conduct, must immediately report it to the principal.
3. The principal or a designee must report the incident to the parents or guardians of both the alleged victim and perpetrator within 48 hours of the report, and in a manner that protects the child's privacy rights, unless the superintendent grants the principal or his designee a parental notification waiver in writing after determining that a waiver is in the best interests of either the alleged victim or perpetrator. This waiver will be granted in 48 hours.
4. The principal or designee must promptly report all substantiated incidents of bullying or cyber bullying to the superintendent or designee.
5. Within ten (10) school days of completion of an investigation of alleged bullying or cyber bullying, the principal or designee shall provide a written communication to the parents or guardians of the victim and perpetrator regarding the school's remedies and assistance, within the boundaries of applicable law.
6. The school district shall annually report substantiated incidents of bullying or cyber bullying to the Department of Education using the Department's standard form. Such reports shall not contain any personally identifiable information pertaining to any pupil.

Investigation

1. The principal or designee must initiate an investigation within five (5) school days of the reported incident of bullying or cyber bullying. The investigation shall be completed within ten (10) school days of the reported incident, and should include speaking with the alleged victim, alleged perpetrator, known witnesses, and reviewing other evidence available through reasonable good faith efforts. The results of the investigation shall be documented in writing and preserved in accordance with laws governing retention of educational records.

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2. The superintendent or designee may grant in writing an extension of the time period for the investigation and documentation of reports for up to an additional seven (7) school days, if necessary. The superintendent or superintendent's designee shall notify in writing all parties involved of the granting of an extension.

Remediation and Discipline

1. The principal or designee shall develop a response to remediate any substantiated incident of bullying or cyber bullying, including but not limited to imposing discipline, if appropriate, to reduce the risk of future incidents and to offer assistance to the victim or perpetrator, if appropriate. When indicated, the principal or designee shall recommend a strategy for protecting all pupils from retaliation.
2. Reference District Policy

Publication of Policy

1. This policy shall be provided to school employees, regular school volunteers, pupils, parents, legal guardians, or employees of a company under contract through paper, handbook, website, workshop.

Implementation

1. The following school officials, listed by job title, are responsible for ensuring that this policy is implemented: Superintendent, Principal, Human Rights Officer

Training

1. The school district shall provide annual training for school employees, regular school volunteers, or employees of a company under contract to a school or school district who have significant contact with pupils for the purpose of preventing, identifying, responding to and reporting incidents of bullying or cyber bullying.
2. The school district shall provide educational programs for pupils and parents in preventing, identifying, responding to and reporting incidents of bullying or cyber bullying. Programs for pupils shall be written and presented in age appropriate language.

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*(continued)*

Discrimination, Harassment and Other Conduct Policies

1. The school district has established separate discrimination, harassment and/or other conduct policies that include categories of pupils, and nothing in this policy shall prevent the remediation of any misconduct covered by such policies.

Disputes

Aggrieved parties may appeal disciplinary action to the Superintendent. The Superintendent shall notify all parties involved in writing of its decision. The aggrieved party has the right under RSA 193-F:3 to appeal the decision to the School Board who shall, in writing, notify all parties involved of its decision.

School Bus Audio/Video Recordings

The owner or operator of a school bus may make an audio recording in conjunction with a video recording of the interior of the school bus while students are being transported to and from school or school activities , provided that the school board authorizes audio recording, the school district provides notification of such recording to the parents and students as part of the district's pupil safety and violence prevention policy, and there is a sign informing the occupants of such recording prominently displayed on the school bus.

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