

Policy

Board of Education of Caroline County

Title: Bullying, Harassment, and Intimidation

Reference: III.34.110

I. Purpose

To provide a statement supporting the right of every student in Caroline County Public Schools to an educational environment that is safe, appropriate for academic achievement, and free from any form of bullying, harassment, and intimidation.

II. Policy Statement

It is the policy of the Caroline County Board of Education to prohibit bullying, harassment, or intimidation of any student on school property or at school-sponsored functions either in person or electronically. It is the policy of the Caroline County Board of Education to prohibit reprisal or retaliation against individuals who report acts of bullying, harassment, or intimidation or who are victims, witnesses, bystanders, or others with reliable information about an act of bullying, harassment, or intimidation.

III. Rationale

In accordance with Section 7-424.1 of the Education Article of the Annotated Code of Maryland, each local school system must develop and adopt a policy prohibiting bullying, harassment, and intimidation in schools.

IV. Definitions

Bullying, harassment, or intimidation - intentional conduct, including verbal, physical, or written conduct or an intentional electronic communication, that creates a hostile educational environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; and, is motivated by an actual or a perceived personal characteristic including race, national origin, marital status, sex, sexual orientation, gender identity, religion, ancestry, physical attributes, socioeconomic status, familial status, or physical or mental ability or disability; or, threatening or seriously intimidating; and, occurs on school property, at a school activity or event, or on a school bus; or, substantially disrupts the orderly operation of a school.

Electronic communication - communication transmitted by means of an electronic device, including a telephone, cellular phone, computer, or pager. Cyberbullying is a form of bullying, harassment, and intimidation. Cyberbullying means a communication transmitted by means of an electronic device and includes the use of social media sites. Cyberbullying shall include any future applications that fall under "electronic

communication.”

Retaliation - an act of reprisal or getting back at a person for an act he / she has committed.

V. Implementation Guidelines

- A. The Superintendent will develop appropriate regulations for the administration of this policy. These guidelines will be publicized to parents, students, staff and community.
- B. Each school will have a school wide program that addresses the prohibition of bullying, harassment, and intimidation that includes the following elements:
 - 1. Prevention
 - 2. Intervention
 - 3. Remediation
 - 4. Consequences
- C. Schools will inform staff, students, and families about the availability of the *Bullying, Harassment, or Intimidation Form* and ensure that it is readily available in different locations and formats.
- D. Incidents of bullying, harassment, and intimidation will be promptly investigated using the *Bullying, Harassment, or Intimidation Incident Investigation Form*. Disciplinary consequences will be assigned consistent with the Code of Student Conduct.
- E. Schools are encouraged to provide support services to the student bully, victim, witnesses, and any bystanders based upon their available resources and those available in the local community.

VI. Evaluation, Review, and Updates

- A. The Superintendent will advise the Board of Education on the specific regulations that will implement this policy.
- B. The Superintendent will provide the Board of Education with periodic updates regarding incidents of bullying, harassment, and intimidation in Caroline County schools.
- C. The Superintendent will provide the Board of Education a yearly review of progress in implementing this policy.
- D. The Superintendent will develop and present to the Board of Education annual plans for communicating this information to parents and students.

VII. Legal References

Education Article of the Annotated Code of Maryland, Section § 7-424

Code of Maryland Regulations (COMAR) 13A.01.04.03 - Safe Schools

VIII. Date Adopted: 06/30/2009

IX. Date Revised: 12/06/2016