The Board of Education recognizes the negative impact that bullying has on student health, welfare and safety and on the learning environment at school. Bullying is prohibited on district property, at district or school-sanctioned activities and events, when students are being transported in any vehicle dispatched by the district or one of its schools, or off school property when such conduct has a nexus to school or any district curricular or non-curricular activity or event.

Bullying is defined as any written or verbal expression, or physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student. Bullying is prohibited against any student for any reason, including, but not limited to, any such behavior that is directed toward a student on the basis of his or her academic performance or any basis protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry or the need for special education services, whether such characteristic(s) are actual or perceived.

A student who engages in any act of bullying and/or a student who takes any retaliatory action against a student who reports in good faith an incident of bullying, shall be subject to appropriate disciplinary action including suspension, expulsion and/or removal from the classroom. However, the building principal may also consider other actions or interventions that may be appropriate in response to student bullying or to prevent its recurrence, including referral to law enforcement authorities. In determining the appropriate action to be taken in response to incidents of student bullying, the building principal or principal's designee shall take into consideration the severity and pattern, if any, of the bullying behavior, and other Board policies and regulations, if any, that address the type of conduct that may be involved.

The Superintendent or his designee shall develop a comprehensive plan to address bullying at all school levels. The plan shall be designed to:

1. Send a clear message to students, staff, parents and community members that bullying will not be tolerated.
2. Train staff and students in taking pro-active steps based on data to prevent bullying from occurring.
3. Implement consistent procedures for immediate intervention, investigation, and appropriate discipline for students engaged in bullying behavior.
4. Initiate efforts to change the behavior of students engaged in bullying behaviors through re-education on acceptable behavior, discussions, counseling, and appropriate disciplinary measures.
5. Foster productive partnerships and communication with parents and community members in order to help maintain a bully-free environment.
6. Support victims of bullying by establishing procedures for follow-up, monitoring, and communication with them and their families.
7. Recognize and praise positive, supportive behaviors of students toward one another on a regular basis and build character of all students.
8. Provide a safe and welcoming environment for students who are at increased risk of being bullied by peers.
9. Require decision-making, action planning and monitoring based on available data.
10. Collect input and analyze current and accurate data regarding bullying using District-wide tools.

Each school shall designate a data review team to advise school administrators concerning the severity and frequency of bullying incidents that occur in the school. The team may include, but need not be limited to, law
enforcement officials, prosecutors, social workers, health professionals, mental health professionals, counselors, teachers, administrators, parents and students.

The Superintendent or his designee will review categories of disciplinary actions and provide a report to the Board of Education on a quarterly basis to assure that appropriate steps are being taken to prevent future incidents of bullying.

Legal References:

C.R.S. 22-32-109.1 (2)(a)(X)  *(policy required as part of safe schools plan)*

Cross References:

   - AC, Nondiscrimination/Equal Opportunity
   - AC-R, Nondiscrimination (Dealing with threats, violence & malicious insults)
   - ACA, Nondiscrimination - Complaint and Grievance Process
   - JB, Equal Educational Opportunities
   - JBB, Sexual Harassment
   - JICDA, Code of Conduct
   - JICDD, Violent and Aggressive Behavior
   - JK, Student Discipline
   - JS, Student Use of Information Technology Resources