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**ENFIELD PUBLIC SCHOOLS
ENFIELD, CONNECTICUT**

BULLYING PREVENTION AND INTERVENTION POLICY

5131.9

The Enfield Board of Education is committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and thus free from bullying, harassment and discrimination. In accordance with state law and the Board's Safe School Climate Plan, the Board expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by Board of Education.

The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Students who engage in bullying behavior shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

For purposes of this policy, "**Bullying**" means the repeated use by one or more students of a written, verbal or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

- 1) causes physical or emotional harm to such student or damage to such student's property;
- 2) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
- 3) creates a hostile environment at school for such student;
- 4) infringes on the rights of such student at school; or
- 5) substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived

50 differentiating characteristics, such as race, color, religion, ancestry, national
51 origin, gender, sexual orientation, gender identity and expression, socioeconomic
52 status, academic status, physical appearance, or mental, physical, developmental
53 or sensory disability, or by association with an individual or group who has or is
54 perceived to have one or more of such characteristics.

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56 For purposes of this policy, "**Cyberbullying**" means any act of bullying through the
57 use of the Internet, interactive and digital technologies, cellular mobile telephone or
58 other mobile electronic devices or any electronic communications.

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60 Consistent with the requirements under state law, the Enfield Board of Education
61 authorizes the Superintendent or his/her designee(s), along with the Safe School
62 Climate Coordinator, to be responsible for developing and implementing a Safe
63 School Climate Plan in furtherance of this policy. As provided by state law, such
64 Safe School Climate Plan shall include, but not be limited to provisions which:

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66 (1) Enable students to anonymously report acts of bullying to school
67 employees and require students and the parents or guardians of
68 students to be notified annually of the process by which students may
69 make such reports;
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- 71 (2) enable the parents or guardians of students to file written reports of
72 suspected bullying;
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- 74 (3) require school employees who witness acts of bullying or receive reports
75 of bullying to orally notify the safe school climate specialist, or another
76 school administrator if the safe school climate specialist is unavailable,
77 not later than one school day after such school employee witnesses or
78 receives a report of bullying, and to file a written report not later than
79 two school days after making such oral report;
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- 81 (4) require the safe school climate specialist to investigate or supervise the
82 investigation of all reports of bullying and ensure that such investigation
83 is completed promptly after receipt of any written reports made under
84 this section;
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- 86 (5) require the safe school climate specialist to review any anonymous
87 reports, except that no disciplinary action shall be taken solely on the
88 basis of an anonymous report;
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- 90 (6) include a prevention and intervention strategy for school employees to
91 deal with bullying;
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- 93 (7) provide for the inclusion of language in student codes of conduct
94 concerning bullying;
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- 96 (8) require each school to notify the parents or guardians of students who
97 commit any verified acts of bullying and the parents or guardians of
98 students against whom such acts were directed not later than forty-eight
99 hours after the completion of the investigation;

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- (9) require each school to invite the parents or guardians of a student who commits any verified act of bullying and the parents or guardians of the student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and to prevent further acts of bullying;
- (10) establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;
- (11) direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;
- (12) prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying;
- (13) direct the development of student safety support plans for students against whom an act of bullying was directed that address safety measures the school will take to protect such students against further acts of bullying;
- (14) require the principal of a school, or the principal's designee, to notify the appropriate local law enforcement agency when such principal, or the principal's designee, believes that any acts of bullying constitute criminal conduct;
- (15) prohibit bullying (A) on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional board of education, and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;
- (16) require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of the school district's safe school climate plan; and

149 (17) require that all school employees annually complete the training
150 described in Conn. Gen. Stat. §10-220a.
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152 The notification required pursuant to subdivision (8) (above) and the invitation
153 required pursuant to subdivision (9) (above) shall include a description of the
154 response of school employees to such acts and any consequences that may result
155 from the commission of further acts of bullying. Any information provided under
156 this policy or accompanying Safe School Climate Plan shall be provided in
157 accordance with the confidentiality restrictions imposed under the Family
158 Educational Rights Privacy Act ("FERPA") and the district's Confidentiality and
159 Access to Student Information policy and regulations.
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161 Not later than January 1, 2012, the Enfield Board of Education shall approve the
162 Safe School Climate Plan developed pursuant to this policy and submit such plan
163 to the Department of Education. Not later than thirty (30) calendar days after
164 approval by the Board, the Board shall make such plan available on the Board's
165 and each individual school in the school district's web site and ensure that the
166 Safe School Climate Plan is included in the school district's publication of the
167 rules, procedures and standards of conduct for schools and in all student
168 handbooks.
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180 **Legal References: Public Act 11-232, An Act Concerning the Strengthening of**
181 **School Bullying Laws**

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- 183 **Conn. Gen. Stat. 10-145a**
- 184 **Conn. Gen. Stat. 10-145o**
- 185 **Conn. Gen. Stat. 10-220a**
- 186 **Conn. Gen. Stat. § 10-222d**
- 187 **Conn. Gen. Stat. 10-222g**
- 188 **Conn. Gen. Stat. 10-222h**
- 189 **Conn. Gen. Stat. §§ 10-233a through 10-233f**

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- 195 **Policy Adopted: December 10, 2002**
- 196 **Policy Revised: November 25, 2008**
- 197 **Policy Revised: January 24, 2012**