

# SPRINGFIELD TOWNSHIP SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: BULLYING/CYBERBULLYING

ADOPTED: March 18, 2014

REVISED:

349. BULLYING/CYBERBULLYING	
1. Purpose	The Board is committed to providing a safe, positive learning environment for administrative, professional, confidential and support employees. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment and may lead to more serious violence. This policy seeks to promote positive interpersonal relationships between all members of the school community. Therefore, the Board prohibits bullying by district employees.
2. Definitions SC 1303.1-A	<p><b>Bullying</b>, as defined by law, means an intentional electronic, written, verbal or physical act or series of acts directed at students, parent/guardian, employee, or Board member, that is severe, persistent or pervasive and has the effect of doing any of the following:</p> <ol style="list-style-type: none"> <li>1. Interfering with a student’s education, employee’s job performance or Board member’s governance ability.</li> <li>2. Creating a threatening environment.</li> <li>3. Substantial disruption of the orderly operation of the school/district.</li> </ol> <p><b>Bullying</b>, as defined in this policy, includes <b>cyberbullying</b>.</p>
SC 1303.1-A	School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.
3. Authority	<p>The Board encourages employees who have been bullied to promptly report such incidents to the building principal or designee.</p> <p>The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district’s legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.</p>

<p>4. Delegation of Responsibility</p>	<p>Each employee shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.</p> <p>The Superintendent or designee shall develop administrative regulations to implement this policy.</p> <p>The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with employees.</p>
<p>5. Guidelines</p> <p>SC 1302-A, 1303.1-A</p> <p>Pol. 317</p>	<p><u>Education</u></p> <p>The district may develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.</p> <p>An employee who violates this policy shall be subject to appropriate disciplinary action, in accordance with applicable provisions of an administrative compensation plan, individual contract, collective bargaining agreement, confidential agreement, Board resolution and/or Board policy.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1302-A, 1303.1-A</p> <p>Board Policy – 317</p>