

# Diocese of Crookston, MN

## Bullying Prohibition Policy

It shall be the policy of the Diocese of Crookston to adopt the Minnesota State Administrative rules # 121A.0695 which states that “Each School Board shall adopt a written policy prohibiting intimidation and bullying of any student. The policy shall address intimidation and bullying in all forms, including, but not limited to, electronic forms and forms involving internet use”.

The Diocese policy shall include but is not limited to:

### 1. The Purpose of the Policy

- a. A safe environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying is conduct that interferes with a student’s ability to learn, or a teacher’s ability to teach. It needs to be the schools intent to prevent bullying and intimidation and to take action to investigate, respond, remediate and discipline acts of bullying which have not been successfully prevented. The purpose of the policy shall be to assist the school in preventing and responding to acts of bullying, intimidation, violence, and any other similar disruptive behavior.

### 2. General information about the Policy

- a. Any act of bullying, by either an individual student or a group of students, is expressly prohibited on school property or at school sponsored functions or activities, or on any school sponsored transportation.
- b. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, encourage or support another student’s act of bullying.
- c. Any retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
- d. The school will act to investigate all complaints of bullying and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school who is found to have violated this policy.

### 3. The Definitions of Bullying

- a. “Bullying” means any expression written, verbal or electronic, any physical act or gesture, or pattern thereof, by a student that is intended to cause or is perceived as causing distress to one or more students and which substantially interferes with another student or students educational benefits, opportunities, or performance. Bullying includes, but is not limited to, conduct by a student against another student that a reasonable person under the circumstances knows or should know has the effects of harming a student, damaging a student’s property, places a student in reasonable fear of harm, or creates a hostile learning environment for that student.

#### **4. Reporting procedures**

- a. Any person who believes he or she has been a victim of bullying or any person with knowledge or belief of conduct that may constitute bullying shall report the alleged acts immediately to the appropriate school official, designated by your policy. Any student or parent of a student who has been bullied should also be encouraged to report the incident to any School employee that they feel comfortable with. That employee shall then report it to the appropriate school official, designated by your policy.
- b. The school should encourage anyone who believes that they have been bullied to report it.
- c. Reports of bullying are classified as private and personal data as well as confidential investigative data and will not be disclosed as permitted by law.
- d. Submission of a good faith report of bullying will not affect the complainant's future employment, grades, work assignments, or educational or work environment.
- e. The school will respect the privacy of all individuals involved as much as possible, consistent with the schools obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

#### **5. School Action**

- a. When a complaint of bullying is received, the school shall undertake or authorize an investigation.
- b. The school may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.
- c. Upon completion of the investigation the school will take appropriate action. Such actions may include, but are not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, or termination.
- d. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior.
- e. School officials shall notify parents or guardians of the students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report.

#### **6. Reprisal**

- a. The school will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in a proceeding or hearing related to such bullying. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment.

#### **7. Training and Education**

- a. The school will annually provide information and any applicable training to school staff regarding this policy.

- b. The school will annually provide education and information to students regarding bullying, including information regarding the school’s policy prohibiting bullying, the harmful effects of bullying, how to report bullying and other applicable initiatives to prevent bullying.
- c. The school is directed to implement programs and other initiatives to prevent bullying and to respond to bullying in a manner that does not stigmatize the victim. The school should make resources available to the victims of bullying.

**8. Records and retention**

- a. Each school is responsible for keeping all records of their incidences of bullying. The record should include the dates of the incident, a narrative of the incident, the parties involved, the investigation information, and the action taken, and any follow up training, or action that was needed.

Legal References    Minn. Stat. 120B.232 (Character Development Education)  
                           Minn. Stat. 121A.03 (Sexual, Religious and Racial Harassment and Violence)  
                           Minn. Stat. 121A.0695 (School Board Policy; Prohibiting Intimidation and Bullying)  
                           Minn. Stat. 121A.40-121A.56 (Pupil Fair Dismissal Act)  
                           Minn. Stat. 121A.69 (Hazing Policy)

Cross References    MSBA/MASA Model Policy 403 ( Discipline, Suspension, and Dismissal of School District Employees)  
                           MSBA/MASA Model Policy 413 (Harassment and Violence)  
                           MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglector Physical or Sexual Abuse)  
                           MSBA/MASA Model Policy 415 (Mandated Reporting and Maltreatment of Vulnerable Adults)  
                           MSBA/MASA Model Policy 423 (Employee- Student Relationships)  
                           MSBA/MASA Model Policy 501 (School Weapons Policy)  
                           MSBA/MASA Model Policy 506 (Student Discipline)  
                           MSBA/MASA Model Policy 507 (Corporal Punishment)  
                           MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)  
                           MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)  
                           MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)  
                           MSBA/MASA Model Policy 525 (Violence Prevention)  
                           MSBA/MASA Model Policy 526 (Hazing Prohibition)  
                           MSBA/MASA Model Policy 529 (Staff Notification of Violent Behavior by Students)  
                           MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)  
                           MSBA/MASA Model Policy 711 (Video Recording on School Buses)  
                           MSBA/MASA Model Policy 712 (Video Surveillance other than on Buses)

