

# **Anti-Bullying & Cyberbullying Prevention Policy**



**Mandated Training  
2015**

# INTRODUCTION

This policy pertains to any student or member of a school staff including, but not limited to, an educator, therapist, coach, administrator, nurse, custodian, driver, monitor or teacher aide.





# **BULLYING DEFINED**

Repeated use of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that:

- (i) causes physical or emotional harm to the victim or damage to the victim's property; (ii) places the victim in reasonable fear of harm to himself or of damage to his property; (iii) creates a hostile environment at school for the victim



# **BULLYING DEFINED**

Repeated use of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that: (iv) infringes on the rights of the victim at school: or (v) materially and substantially disrupts the education process or the orderly operation of a school. For the purposes of this section, bullying shall include cyber-bullying.





# VULNERABLE TARGETS

Certain student groups such as gay/lesbian, bisexual, transgender, homeless, and students with disabilities may be more vulnerable to becoming targets of bullying, harassment or teasing in our own programs or in our host school environments based on actual or perceived differentiating characteristics.

# **CYBERBULLYING DEFINED**

Bullying through the use of technology or electronic communication, which shall include any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, electronic mail, internet communications, instant messages or facsimile communication.



# **CYBERBULLYING DEFINED**

Cyber-bullying shall also include the creation of a web page or blog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons.



## **NRC EXPECTATIONS**

It is the responsibility of every employee to recognize acts of bullying, cyber-bullying and retaliation and take every action necessary to ensure that the applicable policies and procedures of NRC are implemented.

NRC will not tolerate retaliation against a person who reports bullying or cyberbullying, provides information during an investigation of bullying or cyberbullying, or witnesses or has reliable information about bullying or cyberbullying.





# REPORTING

Reports of bullying and cyberbullying, occurring in or out of school will be reviewed and when a link to work or school exists, will result in an investigation. Parents of students alleged to have engaged in bullying or cyberbullying will be invited to attend a meeting at which the activity, words, or images subject to the complaint will be reviewed.



## REPORTING

A 2014 amendment requires that school districts:

- Report bullying data to DESE on an annual basis
- Conduct an anonymous survey every 4 years with results to be analyzed by DESE
- May have certain alleged incidents of bullying investigated by DESE to assure proper implementation of its anti-bullying plan.





# DISCIPLINE CONSEQUENCES

A student disciplined for bullying or cyberbullying may not be re-admitted to their school program until his/her parent(s)/guardian attend such a meeting.



# PREVENTION & INTERVENTION

The NRC has developed an Anti-Bullying & Cyberbullying Prevention and Intervention Plan which sets forth the administrative guidelines and procedures for the implementation of this policy.

This plan is accessed on the NRC website by clicking on the “Staff Member Resources” tab.