

OFFICE OF CHIEF ACADEMIC OFFICER
Summary of State Board of Education Agenda Items
Consent Agenda
January 17, 2019

OFFICE OF PROFESSIONAL DEVELOPMENT

- A. Approval to revise the 2018-2019 anti-bullying policy for the Mississippi School of the Arts, Mississippi School for the Blind, Mississippi School for the Deaf, and Mississippi School for Mathematics and Science

Executive Summary

This item contains a comprehensive re-write to the anti-bullying policy for the Mississippi School of the Arts (MSA), Mississippi School for the Blind (MSB), Mississippi School for the Deaf (MSD), and Mississippi School for Mathematics and Science (MSMS). The policies define bullying or harassing behavior and the prohibition against such behavior including procedures for reporting, investigating, and addressing bullying in accordance with Miss. Code Ann. § 37-11-69 and Miss. Code Ann. § 37-11-67.

Recommendation: Approval

Back-up material attached

Anti-Bullying/Harassment

Prohibition

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School ~~for~~ of the Arts prohibits bullying or harassing behavior of students, or school employees, ~~or volunteers~~. The Mississippi School ~~for~~ of the Arts will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic*, or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

- a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property;² or
- ~~a) b)~~ creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational education performance, including but not limited to educational performance, opportunities, or benefits. For the purposes of this section,

b) Aa "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

~~The above c~~ Conduct described in subsection (1) is considered ~~constitutes~~ bullying if that conduct interferes with a student's education or substantially disrupts the operation of a school.

* Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

~~Cyberbullying is a form of bullying and/or harassment that occurs through electronic communications and/or devices. Cyberbullying can occur in many different forms such as messaging, posting, cyberstalking, and impersonation. Cyberbullying includes, but is not limited to:~~

- ~~• Messages in any form which may include but are not limited to: text, image, audio, or video that defames, intimidates, harasses, or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner.~~

- ~~Any electronic communication which disrupts or prevents a safe and positive educational environment may also be considered cyberbullying.~~

~~Reporting procedures and prohibitions against bullying and/or harassment also apply to cyberbullying.~~

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, or on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

~~, in the determination of the school Executive Director or principal, renders the offending person's presence a disruption to the operation of the educational environment of the school or a detriment to the best interest and welfare of the pupils and teacher of such class as a whole.~~

~~No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for the Arts encourages anyone who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior to report the incident to the appropriate school official.~~ person shall engage in any act of retaliation or reprisal against any person, including a victim, a witness, or another person with reliable information about an act of bullying or harassing behavior and/or ~~who in good faith provides information concerning an incident of bullying or harassing behavior, is prohibited.~~

~~The Mississippi School for the Arts recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a teacher, principal, counselor, or other school employee.~~

-Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior **Complaint**

~~Any student, school employee, or volunteer~~ who feels he/she has been a victim of bullying or harassing behavior and/or a student or volunteer who has ~~has~~ witnessed or ~~who~~ has reliable information that a student, school employee, or volunteer has been subject to any act of bullying or harassing behavior shall should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or Executive Director. Students should report bullying or harassing behavior to a school employee ~~such conduct to a staff~~

~~member, who will refer to the appropriate school official. The report shall be made promptly, but no later than five (5) calendar working days after the alleged act or acts incident(s) occurred.~~

~~Reports should include: The school official shall complete a "Bullying/Harassing Behavior" complaint form which shall include the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, -and any other information that would assist in the investigation of the complaint report. -*If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.~~

~~A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal and/or Executive Director. Reports against the Principal shall immediately be made in writing to the Executive Director, and reports against the Executive Director shall immediately be made in writing to the Chief Academic Officer.~~

~~The report shall be given promptly to the Principal or Executive Director who shall institute an immediate investigation. Complaints against the Principal shall be made to the Executive Director, and complaints against the Executive Director shall be made to the Mississippi Department of Education Human Resources Director.~~

~~The school administration will investigate reported incidents of bullying within five (5) working days of receiving the report.~~

~~The complaint shall be investigated promptly.~~

~~The school administration will speak with the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.~~

~~All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.~~

~~Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.~~

~~The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a~~

parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

The Mississippi School of the Arts recognizes the fundamental right of every student to take “reasonable actions” as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. “Reasonable action” includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student’s use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et seq.).

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include: School Guidance Counseling • Conflict Resolution Training • Anger Management Training • Problem Solving Skills Training (proactive, constructive, relationship-building) • Social Skills Training].

Support and intervention in response to bullying may be provided by the [School] through the assistance of the any of the following agencies: Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services - Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies • guidance counselor’s office at MSA.

The procedure for reporting bullying will also be posted on the school’s website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)

~~Support may be provided by the school district through the assistance of the any of the following agencies: • Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services — Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies the procedures for reporting bullying shall also be posted on the MSA website.~~

Mississippi School of the Arts

Anti-Bullying/Harassment

Prohibition

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School of the Arts prohibits bullying or harassing behavior of students or school employees. The Mississippi School of the Arts will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

- (1) Bullying or harassing behavior is any pattern of gestures or written, electronic*, or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:
 - a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
 - b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities, or benefits. For the purposes of this section, a "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of a school.

* Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, or on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against any person, including a victim, a witness, or another person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been a victim of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student, school employee, or volunteer has been subject to any act of bullying or harassing behavior should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or Executive Director. Students should report bullying or harassing behavior to a school employee promptly, but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal and/or Executive Director. Reports against the Principal shall immediately be made in writing to the Executive Director, and reports against the Executive Director shall immediately be made in writing to the Chief Academic Officer.

The school administration will investigate reported incidents of bullying within five (5) working days of receiving the report.

The school administration will speak with the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

The Mississippi School of the Arts recognizes the fundamental right of every student to take “reasonable actions” as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. “Reasonable action” includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student’s use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student’s use of reasonable self-defense in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*).

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include: School Guidance Counseling • Conflict Resolution Training • Anger Management Training • Problem Solving Skills Training (proactive, constructive, relationship-building) • Social Skills Training].

Support and intervention in response to bullying may be provided by the [School] through the assistance of any of the following agencies: Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services - Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies • guidance counselor’s office at MSA.

The procedure for reporting bullying will also be posted on the school’s website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*

ANTI-BULLYING POLICY

Prohibitions

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for the Blind (MSB) prohibits bullying or harassing behavior of students and school employees. MSB will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic* or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

(b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. For the purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of the school.

*Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been subject to any act of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student or school

employee has been subject to any act of bullying or harassing behavior should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or ~~[Executive Director/Superintendent]~~. Students should report bullying or harassing behavior to a school employee promptly but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action ~~take action~~ based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or ~~[Executive Director/Superintendent]~~. Reports against the Principal shall immediately be made in writing to the ~~[Executive Director/Superintendent]~~, and reports against the ~~[Executive Director/Superintendent]~~ shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) [working] days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSBSMS recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling • Conflict Resolution Training • Anger Management Training • Problem Solving Skills Training (proactive, constructive, relationship-building) • Social skills training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in: • Conflict Resolution • Anger Management • Problem Solving Skills (proactive, constructive, relationship-building) • Social Skills.

MSBMS will provide the victim of bullying with plan of action that includes appropriate interventions and support to help restore a positive school environment for victim. Support and intervention in response to bullying may be provided by MSBMS through the assistance of any of the following agencies: • Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services - Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies.

The procedure for reporting bullying will also be posted on the MSBMS website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*

Definitions

Bullying or harassing behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic, that takes place on school property, at any school sponsored function, online, or on a school bus.

Bullying includes, but is not limited to:

- Placing a student or school employee in actual and reasonable fear of harm to his or her person

- Damage to his or her property
- Creates or is certain to create a hostile environment* by substantially interfering with or impairing a student's educational performance, opportunities, or benefits.

Conduct that substantially interferes with a student's education or substantially disrupts the operation of a school is considered bullying.

*Hostile environment means the victim subjectively views the conduct as bullying or harassing behavior, and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Cyberbullying is bullying or harassing that occurs through electronic communications and/or devices. Cyberbullying can occur in many different forms such as messaging, posting, cyberstalking, and impersonation. Cyberbullying may include, but is not limited to:

- Messages in any form which may include but is not limited to: text, image, audio, or video) that defames, intimidates, harasses, or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner.
- Any electronic communication which disrupts or prevents a safe and positive educational environment may also be considered cyberbullying.

The words "bullying", "cyberbullying", and "harassment" may be used interchangeably.

Prohibitions

An act of bullying by an individual student, group of students, parents, employee, or other person against a student or school employee is expressly prohibited on school property, online, at school-related functions, or on a school bus. This policy applies not only to those directly engaged in an act of bullying but also to anyone, who by their indirect behavior, condones or supports an act of bullying.

Any act of reprisal and/or retaliation against a victim, a witness, or any other person, with reliable information and/or who in good faith provides information about bullying or harassing behavior is prohibited.

No employee shall permit, condone, or tolerate bullying. False accusations or reports of bullying are prohibited. Students and staff are prohibited from using personal communication devices or school property to bully, harass, or stalk another.

Reporting

Any person who believes he or she has been the victim of bullying or anyone with knowledge that a student or school employee has been subjected to bullying or harassing behavior shall report the alleged acts immediately to an administrator. A student may report bullying anonymously; however, the school's ability to take action based solely on an anonymous report may be limited.

All MSMS employees shall be alert to possible situations, circumstances, or events that might include bullying.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall report the incident to an administrator.

A student or volunteer who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior should report the incident to an administrator.

Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.

Submission of a good faith complaint or report of bullying will not affect the complainant's or reporter's future employment, grades, or work assignments, or educational or work environment.

A student has a fundamental right to take reasonable actions as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing.

MSMS will annually provide education and information to students regarding bullying or harassment, including this policy, the harmful effects of bullying, and other applicable initiatives to prevent bullying.

Students who make a cyberbullying report should preserve evidence of cyberbullying. For example, a student may save or bring a copy of an email, text message, picture, or other electronic transmission that the student believes was intended to defame, intimidate, harasses, harm, insult, or humiliate.

Action:

Upon receipt of a complaint or report of bullying, school officials, or a designated third party will act to investigate all complaints of bullying within 24 hours of the report and will discipline or take appropriate action against anyone who is found to have violated this policy.

Investigation and action taken will be consistent with the school's policy on harassment, violence, or other action causing harm to another.

Consequences for students may include loss of privileges, discipline, suspension and/or dismissal.

Consequences for employees who permit, condone, partake, or tolerate bullying or intentional false reporting of bullying may result in disciplinary action up to termination or discharge.

Consequences for other individuals engaging in prohibited acts of bullying may include, but are not limited to, exclusion from school district property and events and/or subject to appropriate sanctions as determined and imposed by the Executive Director.

Disciplinary measures may not be taken against a student, who after an investigation, is found to be a victim of bullying and used reasonable self-defense in response to the bullying.

Discipline for bullying of a student with disabilities will comply with applicable requirements under federal law, including the Individuals with Disabilities Education Act 20 U.S.C. § 1400 *et seq.*

Any perceived criminal conduct will be reported immediately to local law enforcement.

ANTI-BULLYING POLICY

Prohibitions

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for the Blind (MSB) prohibits bullying or harassing behavior of students and school employees. MSB will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic* or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

(b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. For the purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of the school.

*Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been subject to any act of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student or school

employee has been subject to any act of bullying or harassing behavior should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or Superintendent. Students should report bullying or harassing behavior to a school employee promptly but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or Superintendent. Reports against the Principal shall immediately be made in writing to the Superintendent, and reports against the Superintendent shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) working days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSB recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling, Conflict Resolution Training, Anger Management Training, Problem Solving Skills Training (proactive, constructive, relationship-building), and/or Social Skills Training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in: Conflict Resolution, Anger Management, Problem Solving Skills (proactive, constructive, relationship-building), and Social Skills.

MSB will provide the victim of bullying with a plan of action that includes appropriate interventions and support to help restore a positive school environment for the victim. Support and intervention in response to bullying may be provided by MSB through the assistance of any of the following agencies: Mississippi Department of Education, Mississippi Department of Health, Mississippi Department of Human Services - Juvenile Services Department, Community/Family Public or private community-based mental health services, Faith-based services, or Law Enforcement agencies.

The procedure for reporting bullying will also be posted on the MSB website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*

ANTI-BULLYING POLICY

Prohibitions

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for the Deaf (MSD) bullying or harassing behavior of students and school employees. MSD will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic* or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

(b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. For the purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of the school.

*Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been subject to any act of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student or school

employee has been subject to any act of bullying or harassing behavior should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or {Executive Director/Superintendent}. Students should report bullying or harassing behavior to a school employee promptly but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action take action-based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or {Executive Director/Superintendent}. Reports against the Principal shall immediately be made in writing to the {Executive Director/Superintendent}, and reports against the {Executive Director/Superintendent} shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) [working] days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSDSMS recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling • Conflict Resolution Training • Anger Management Training • Problem Solving Skills Training (proactive, constructive, relationship-building) • Social skills training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in: • Conflict Resolution • Anger Management • Problem Solving Skills (proactive, constructive, relationship-building) • Social Skills.

MSDMS will provide the victim of bullying with plan of action that includes appropriate interventions and support to help restore a positive school environment for victim. Support and intervention in response to bullying may be provided by MSDMS through the assistance of any of the following agencies: • Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services - Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies.

The procedure for reporting bullying will also be posted on the MSDMS website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)

Definitions

Bullying or harassing behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic, that takes place on school property, at any school sponsored function, online, or on a school bus.

Bullying includes, but is not limited to:

- Placing a student or school employee in actual and reasonable fear of harm to his or her person

- Damage to his or her property
- Creates or is certain to create a hostile environment* by substantially interfering with or impairing a student's educational performance, opportunities, or benefits.

Conduct that substantially interferes with a student's education or substantially disrupts the operation of a school is considered bullying.

*Hostile environment means the victim subjectively views the conduct as bullying or harassing behavior, and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Cyberbullying is bullying or harassing that occurs through electronic communications and/or devices. Cyberbullying can occur in many different forms such as messaging, posting, cyberstalking, and impersonation. Cyberbullying may include, but is not limited to:

- Messages in any form which may include but is not limited to: text, image, audio, or video that defames, intimidates, harasses, or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner.
- Any electronic communication which disrupts or prevents a safe and positive educational environment may also be considered cyberbullying.

The words "bullying", "cyberbullying", and "harassment" may be used interchangeably.

Prohibitions

An act of bullying by an individual student, group of students, parents, employee, or other person against a student or school employee is expressly prohibited on school property, online, at school-related functions, or on a school bus. This policy applies not only to those directly engaged in an act of bullying but also to anyone, who by their indirect behavior, condones or supports an act of bullying.

Any act of reprisal and/or retaliation against a victim, a witness, or any other person, with reliable information and/or who in good faith provides information about bullying or harassing behavior is prohibited.

No employee shall permit, condone, or tolerate bullying. False accusations or reports of bullying are prohibited. Students and staff are prohibited from using personal communication devices or school property to bully, harass, or stalk another.

Reporting

Any person who believes he or she has been the victim of bullying or anyone with knowledge that a student or school employee has been subjected to bullying or harassing behavior shall report the alleged acts immediately to an administrator. A student may report bullying anonymously; however, the school's ability to take action based solely on an anonymous report may be limited.

All MSMS employees shall be alert to possible situations, circumstances, or events that might include bullying.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall report the incident to an administrator.

A student or volunteer who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior should report the incident to an administrator.

Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.

~~Submission of a good faith complaint or report of bullying will not affect the complainant's or reporter's future employment, grades, or work assignments, or educational or work environment.~~

~~A student has a fundamental right to take reasonable actions as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing.~~

~~MSMS will annually provide education and information to students regarding bullying or harassment, including this policy, the harmful effects of bullying, and other applicable initiatives to prevent bullying.~~

~~Students who make a cyberbullying report should preserve evidence of cyberbullying. For example, a student may save or bring a copy of an email, text message, picture, or other electronic transmission that the student believes was intended to defame, intimidate, harasses, harm, insult, or humiliate.~~

Action:

~~Upon receipt of a complaint or report of bullying, school officials, or a designated third party will act to investigate all complaints of bullying within 24 hours of the report and will discipline or take appropriate action against anyone who is found to have violated this policy.~~

~~Investigation and action taken will be consistent with the school's policy on harassment, violence, or other action causing harm to another.~~

~~Consequences for students may include loss of privileges, discipline, suspension and/or dismissal.~~

~~Consequences for employees who permit, condone, partake, or tolerate bullying or intentional false reporting of bullying may result in disciplinary action up to termination or discharge.~~

~~Consequences for other individuals engaging in prohibited acts of bullying may include, but are not limited to, exclusion from school district property and events and/or subject to appropriate sanctions as determined and imposed by the Executive Director.~~

~~Disciplinary measures may not be taken against a student, who after an investigation, is found to be a victim of bullying and used reasonable self-defense in response to the bullying.~~

~~Discipline for bullying of a student with disabilities will comply with applicable requirements under federal law, including the Individuals with Disabilities Education Act 20 U.S.C. § 1400 et seq.~~

~~Any perceived criminal conduct will be reported immediately to local law enforcement.~~

ANTI-BULLYING POLICY

Prohibitions

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for the Deaf (MSD) bullying or harassing behavior of students and school employees. MSD will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic* or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

(b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. For the purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of the school.

*Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been subject to any act of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student or school

employee has been subject to any act of bullying or harassing behavior should report the incident to a school employee, who shall immediately report the incident in writing to the Principal and/or Superintendent. Students should report bullying or harassing behavior to a school employee promptly but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or Superintendent. Reports against the Principal shall immediately be made in writing to the Superintendent, and reports against the Superintendent shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) working days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSD recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling, Conflict Resolution Training, Anger Management Training, Problem Solving Skills Training (proactive, constructive, relationship-building), and/or Social Skills Training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in: Conflict Resolution, Anger Management, Problem Solving Skills (proactive, constructive, relationship-building), and Social Skills.

MSD will provide the victim of bullying with a plan of action that includes appropriate interventions and support to help restore a positive school environment for the victim. Support and intervention in response to bullying may be provided by MSD through the assistance of any of the following agencies: Mississippi Department of Education, Mississippi Department of Health, Mississippi Department of Human Services - Juvenile Services Department, Community/Family Public or private community-based mental health services, Faith-based services, or Law Enforcement agencies.

The procedure for reporting bullying will also be posted on the MSD website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*

ANTI-BULLYING POLICY

Prohibitions

No student or school employee shall be subjected to bullying or harassing behavior by school employees or students. The Mississippi School for Mathematics and Science (MSMS) prohibits bullying or harassing behavior of students and school employees. MSMS will make every reasonable effort to ensure that no person or school employee is subjected to bullying or harassing behavior by other students or other school employees.

(1) Bullying or harassing behavior is any pattern of gestures or written, electronic* or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic that, takes place on school property, at any school-sponsored function, or on a school bus, and that:

(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

(b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. For the purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Conduct described in subsection (1) is considered bullying if that conduct interferes with a student's education or substantially disrupts the operation of the school.

*Bullying or harassing behavior includes cyberbullying. Cyberbullying is bullying or harassing behavior that occurs electronically.

Bullying or harassing behavior will not be condoned or tolerated when it takes place on school property, at any school-sponsored function, on a school bus, or when it takes place off school property when such conduct materially disrupts classwork or involves substantial disorder or invasion of the rights of others.

No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

Procedures for Reporting, Investigating, and Addressing Bullying or Harassing Behavior

A student who feels he/she has been subject to any act of bullying or harassing behavior and/or a student or volunteer who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior should report the incident

to a school employee, who shall immediately report the incident in writing to the Principal and/or [Executive Director/Superintendent]. Students should report bullying or harassing behavior to a school employee promptly but no later than five (5) working days after the alleged incident(s) occurred.

Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or [Executive Director/Superintendent]. Reports against the Principal shall immediately be made in writing to the [Executive Director/Superintendent], and reports against the [Executive Director/Superintendent] shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) [working] days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSMS recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling • Conflict Resolution Training • Anger Management Training • Problem Solving Skills Training (proactive, constructive, relationship-building) • Social skills training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in: • Conflict Resolution • Anger Management • Problem Solving Skills (proactive, constructive, relationship-building) • Social Skills.

MSMS will provide the victim of bullying with plan of action that includes appropriate interventions and support to help restore a positive school environment for victim. Support and intervention in response to bullying may be provided by MSMS through the assistance of any of the following agencies: • Mississippi Department of Education • Mississippi Department of Health • Mississippi Department of Human Services - Juvenile Services Department • Community/Family Public or private community-based mental health services • Faith-based services • Law enforcement agencies.

The procedure for reporting bullying will also be posted on the MSMS website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*

Definitions

Bullying or harassing behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic, that takes place on school property, at any school-sponsored function, online, or on a school bus.

Bullying includes, but is not limited to:

- Placing a student or school employee in actual and reasonable fear of harm to his or her person

- — Damage to his or her property
- — Creates or is certain to create a hostile environment* by substantially interfering with or impairing a student's educational performance, opportunities, or benefits.

Conduct that substantially interferes with a student's education or substantially disrupts the operation of a school is considered bullying.

*Hostile environment means the victim subjectively views the conduct as bullying or harassing behavior, and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Cyberbullying is bullying or harassing that occurs through electronic communications and/or devices. Cyberbullying can occur in many different forms such as messaging, posting, cyberstalking, and impersonation. Cyberbullying may include, but is not limited to:

- — Messages in any form which may include but is not limited to: text, image, audio, or video) that defames, intimidates, harasses, or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner.
- — Any electronic communication which disrupts or prevents a safe and positive educational environment may also be considered cyberbullying.

The words "bullying", "cyberbullying", and "harassment" may be used interchangeably.

Prohibitions

An act of bullying by an individual student, group of students, parents, employee, or other person against a student or school employee is expressly prohibited on school property, online, at school-related functions, or on a school bus. This policy applies not only to those directly engaged in an act of bullying but also to anyone, who by their indirect behavior, condones or supports an act of bullying.

Any act of reprisal and/or retaliation against a victim, a witness, or any other person, with reliable information and/or who in good faith provides information about bullying or harassing behavior is prohibited.

No employee shall permit, condone, or tolerate bullying. False accusations or reports of bullying are prohibited. Students and staff are prohibited from using personal communication devices or school property to bully, harass, or stalk another.

Reporting

Any person who believes he or she has been the victim of bullying or anyone with knowledge that a student or school employee has been subjected to bullying or harassing behavior shall report the alleged acts immediately to an administrator. A student may report bullying anonymously; however, the school's ability to take action based solely on an anonymous report may be limited.

All MSMS employees shall be alert to possible situations, circumstances, or events that might include bullying.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall report the incident to an administrator.

A student or volunteer who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior should report the incident to an administrator.

Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.

~~Submission of a good faith complaint or report of bullying will not affect the complainant's or reporter's future employment, grades, or work assignments, or educational or work environment.~~

~~A student has a fundamental right to take reasonable actions as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing.~~

~~MSMS will annually provide education and information to students regarding bullying or harassment, including this policy, the harmful effects of bullying, and other applicable initiatives to prevent bullying.~~

~~Students who make a cyberbullying report should preserve evidence of cyberbullying. For example, a student may save or bring a copy of an email, text message, picture, or other electronic transmission that the student believes was intended to defame, intimidate, harasses, harm, insult, or humiliate.~~

Action:

~~Upon receipt of a complaint or report of bullying, school officials, or a designated third party will act to investigate all complaints of bullying within 24 hours of the report and will discipline or take appropriate action against anyone who is found to have violated this policy.~~

~~Investigation and action taken will be consistent with the school's policy on harassment, violence, or other action causing harm to another.~~

~~Consequences for students may include loss of privileges, discipline, suspension and/or dismissal.~~

~~Consequences for employees who permit, condone, partake, or tolerate bullying or intentional false reporting of bullying may result in disciplinary action up to termination or discharge.~~

~~Consequences for other individuals engaging in prohibited acts of bullying may include, but are not limited to, exclusion from school district property and events and/or subject to appropriate sanctions as determined and imposed by the Executive Director.~~

~~Disciplinary measures may not be taken against a student, who after an investigation, is found to be a victim of bullying and used reasonable self-defense in response to the bullying.~~

~~Discipline for bullying of a student with disabilities will comply with applicable requirements under federal law, including the Individuals with Disabilities Education Act 20 U.S.C. § 1400 et seq.~~

~~Any perceived criminal conduct will be reported immediately to local law enforcement.~~

ANTI-BULLYING POLICY

Prohibitions

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(a) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or

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No person shall engage in any act of retaliation or reprisal against a victim, witness, or any person with reliable information about an act of bullying or harassing behavior and/or who in good faith provides information concerning an incident of bullying.

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Reports should include: the name of the reporting person*, the specific nature and date of the misconduct, the name(s) of the victim(s) of the misconduct, the name(s) of any witness(es), the name(s) of the alleged bully, and any other information that would assist in the investigation of the report. *If a student chooses to anonymously report bullying or harassing behavior, the school's ability to take action based solely on an anonymous report may be limited.

A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall immediately report the incident in writing to the Principal or Executive Director/Superintendent. Reports against the Principal shall immediately be made in writing to the Executive Director/Superintendent, and reports against the Executive Director/Superintendent shall immediately be made in writing to the Chief Academic Officer at the Mississippi Department of Education.

The school administration will investigate reported incidents of bullying within five (5) working days of receiving the report.

The school administration will speak to the alleged victim and alleged bully separately. Students may submit evidence for the school administration to review and a list of witnesses for the school administration to speak with. Students should preserve evidence of bullying/cyberbullying and/or harassing behavior.

All teachers, employees, volunteers, and students shall fully cooperate with the investigating and answer truthfully all inquiries relative thereto.

Upon completion of the investigation, the school administration will immediately notify the alleged victim and alleged bully regarding the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted.

The school administration will provide notice of an incident of bullying and the outcome of the investigation and/or what discipline actions and/or other appropriate actions will be taken, if warranted, within a reasonable amount of time to a parent or guardian of the victim and a parent or guardian of the bully not to exceed five (5) working days after the completion of the investigation.

MSMS recognizes the fundamental right of every student to take "reasonable actions" as may be necessary to defend himself or herself from an attack by another student who has evidenced menacing or threatening behavior through bullying or harassing. "Reasonable action" includes, but is not limited to, promptly reporting the bullying or harassing behavior to a school employee and student's use of reasonable self-defense.

If, after an investigation, a student is found to be a victim of bullying, such student shall not face disciplinary action on the basis of that student's use of reasonable self-defense was in response to the bullying.

Discipline for bullying of a student with disabilities shall comply with the applicable requirements under federal law including the Individuals with Disabilities Education Act (20 U.S.C. § 1400 *et seq.*)

A student who is a victim of or a witness to bullying or who engages in bullying may speak to one of the school counselors regarding issues with bullying and harassment. The counselor will provide recommendations and guidance to the student and family about additional options as appropriate: School/District Counseling, Conflict Resolution Training, Anger Management Training, Problem Solving Skills Training (proactive, constructive, relationship-building), and/or Social Skills Training.

Available counseling options for a student who is a victim of bullying or a witness to bullying or a student who engages in bullying include training in Conflict Resolution, Anger Management, Problem Solving Skills (proactive, constructive, relationship-building), and Social Skills.

MSMS will provide the victim of bullying with a plan of action that includes appropriate interventions and support to help restore a positive school environment for victim. Support and intervention in response to bullying may be provided by MSMS through the assistance of any of the following agencies: Mississippi Department of Education, Mississippi Department of Health, Mississippi Department of Human Services - Juvenile Services Department, Community/Family Public or private community-based mental health services, Faith-based services, or Law Enforcement agencies.

The procedure for reporting bullying will also be posted on the MSMS website.

False accusations or reports of bullying are prohibited and may warrant discipline action.

Any perceived criminal conduct will be immediately reported to law enforcement.

Source: *Miss. Code Ann. §§ 37-11-67 and 37-11-69 (Amended 7/2017)*