STUDENT WELFARE FREEDOM FROM BULLYING

	Note:	This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyber-bullying.	
		For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.	
Bullying Prohibited	The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.		
Examples	Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teas- ing, confinement, assault, demands for money, destruction of prop- erty, theft of valued possessions, name calling, rumor spreading, or ostracism.		
Retaliation	The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.		
Examples	Examples of retaliation may include threats, rumor spreading, os- tracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not in- clude petty slights or annoyances.		
False Claim	A student who intentionally makes a false claim, offers false state- ments, or refuses to cooperate with a District investigation regard- ing bullying shall be subject to appropriate disciplinary action.		
Timely Reporting	leged act report ma	of bullying shall be made as soon as possible after the al- or knowledge of the alleged act. A failure to immediately ay impair the District's ability to investigate and address bited conduct.	
Reporting Procedures		assistance and intervention, any student who believes r she has experienced bullying or believes that another	
Student Report	student h leged act employee	as experienced bullying should immediately report the al- s to a teacher, school counselor, principal, or other District e. The Superintendent shall develop procedures allowing a p anonymously report an alleged incident of bullying.	
Employee Report	dent or g	ict employee who suspects or receives notice that a stu- roup of students has or may have experienced bullying nediately notify the principal or designee.	

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Report Format	A report may be made orally or in writing. The principal or de shall reduce any oral reports to written form.	signee
Notice of Report	When an allegation of bullying is reported, the principal or de signee shall notify a parent of the alleged victim on or before third business day after the incident is reported. The principa designee shall also notify a parent of the student alleged to h engaged in the conduct within a reasonable amount of time a the incident is reported.	the I or ave
Prohibited Conduct	The principal or designee shall determine whether the allegating in the report, if proven, would constitute prohibited conduct a fined by policy FFH, including dating violence and harassment discrimination on the basis of race, color, religion, sex, gender tional origin, or disability. If so, the District shall proceed under icy FFH. If the allegations could constitute both prohibited co and bullying, the investigation under FFH shall include a determine on each type of conduct.	s de- nt or er, na- er pol- nduct
Investigation of Report	The principal or designee shall conduct an appropriate invest tion based on the allegations in the report. The principal or de signee shall promptly take interim action calculated to prever lying during the course of an investigation, if appropriate.	e-
Concluding the Investigation	Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of t tial report alleging bullying; however, the principal or designe take additional time if necessary to complete a thorough inve tion.	the ini- e shall
	The principal or designee shall prepare a final, written report investigation. The report shall include a determination of whe bullying occurred, and if so, whether the victim used reasona self-defense. A copy of the report shall be sent to the Superir dent or designee.	ther ble
Notice to Parents	If an incident of bullying is confirmed, the principal or designers shall promptly notify the parents of the victim and of the stude who engaged in bullying.	
District Action Bullying	If the results of an investigation indicate that bullying occurre District shall promptly respond by taking appropriate disciplin action in accordance with the District's Student Code of Cond and may take corrective action reasonably calculated to addr the conduct. The District may notify law enforcement in certa cumstances.	ary duct ress
Discipline	A student who is a victim of bullying and who used reasonable defense in response to the bullying shall not be subject to dis nary action.	
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	The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.
Corrective Action	Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive educa- tion program for the school community, follow-up inquiries to deter- mine whether any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitor- ing of areas where bullying has occurred, and reaffirming the Dis- trict's policy against bullying.
Transfers	The principal or designee shall refer to FDB for transfer provisions.
Counseling	The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.
Improper Conduct	If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Student Code of Conduct or any other ap- propriate corrective action.
Confidentiality	To the greatest extent possible, the District shall respect the pri- vacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.
Appeal	A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.
Records Retention	Retention of records shall be in accordance with CPC(LOCAL).
Access to Policy and Procedures	This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and shall be readily available at each cam- pus and the District's administrative offices.

ADOPTED: