Montgomery ISD 170903

## 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	by state	rict prohibits bullying, including cyberbullying, as defined law. Retaliation against anyone involved in the complaint is a violation of District policy and is prohibited.
Examples	electroni ing, conf	of a student could occur by physical contact or through c means and may include hazing, threats, taunting, teas- inement, assault, demands for money, destruction of prop- t of valued possessions, name calling, rumor spreading, or n.
Retaliation	against a	rict prohibits retaliation by a student or District employee any person who in good faith makes a report of bullying, s a witness, or participates in an investigation.
Examples	tracism, or unwar	s of retaliation may include threats, rumor spreading, os- assault, destruction of property, unjustified punishments, ranted grade reductions. Unlawful retaliation does not in- tty slights or annoyances.
False Claim	ments, o	t who intentionally makes a false claim, offers false state- r refuses to cooperate with a District investigation regard- ng shall be subject to appropriate disciplinary action.
Timely Reporting	leged ac report ma	of bullying shall be made as soon as possible after the al- t or knowledge of the alleged act. A failure to immediately ay impair the District's ability to investigate and address bited conduct.
Reporting Procedures Student Report	that he o student h alleged a trict emp	a assistance and intervention, any student who believes r she has experienced bullying or believes that another has experienced bullying should immediately report the locts to a teacher, school counselor, principal, or other Dis- loyee. The Superintendent shall develop procedures al- student to anonymously report an alleged incident of bul-
Employee Report	dent or g	rict 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.	esignee
Notice of Report	When an allegation of bullying is reported, the principal or de ee shall notify a parent of the alleged victim on or before the business day after the incident is reported. The principal or d ee shall also notify a parent of the student alleged to have e in the conduct within a reasonable amount of time after the i is reported.	e third design- ngaged
Prohibited Conduct	The principal or designee shall determine whether the allega in the report, if proven, would constitute prohibited conduct a fined by policy FFH, including dating violence and harassme discrimination on the basis of race, color, religion, sex, gend tional origin, or disability. If so, the District shall proceed und cy FFH. If the allegations could constitute both prohibited co and bullying, the investigation under FFH shall include a det nation on each type of conduct.	as de- ent or ler, na- ler poli- onduct
Investigation of Report	The principal or designee shall conduct an appropriate investion based on the allegations in the report. The principal or designed shall promptly take interim action calculated to prevent be during the course of an investigation, if appropriate.	design-
Concluding the Investigation	Absent extenuating circumstances, the investigation should completed within ten District business days from the date of initial report alleging bullying; however, the principal or desig shall take additional time if necessary to complete a thoroug vestigation.	the gnee
	The principal or designee shall prepare a final, written report investigation. The report shall include a determination of who bullying occurred, and if so, whether the victim used reasons self-defense. A copy of the report shall be sent to the Superi dent or designee.	ether able
Notice to Parents	If an incident of bullying is confirmed, the principal or design shall promptly notify the parents of the victim and of the stuc 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 Con and may take corrective action reasonably calculated to add the conduct. The District may notify law enforcement in certa cumstances.	nary Iduct Iress
Discipline	A student who is a victim of bullying and who used reasonal defense in response to the bullying shall not be subject to di 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 de- termine 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 priva- cy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to con- duct 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.	
<b>Records Retention</b>	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.	