

BULLYING POLICY / PROCEDURES FOR REPORTING

The Senatobia Municipal School District does not condone and will not tolerate bullying or harassing behavior. Bullying or harassing behavior is any pattern of gestures, written, electronic, verbal communications, cyber, any physical act, any threatening communication, any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic 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

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. 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, in the determination of the school superintendent or principal, renders the offending person's presence in the classroom a disruption to 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.

The Senatobia Municipal School District will make every reasonable effort to ensure that no student or school employee is subjected to bullying or harassing behavior by other school employees or students. Likewise, the District will make every reasonable effort to ensure that no person engages in any act of reprisal or retaliation against a victim, witness or a person with reliable information about an act of bullying or harassing behavior. The Senatobia Municipal School District 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 officials.

I. 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 (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.

II. Procedures for Processing a Complaint

Any student, school employee or volunteer who feels he/she has been a victim of bullying or harassing behavior, or has witnessed or who has reliable information that a student, school employee or volunteer has been subject to bullying or harassing behavior will report such conduct to a teacher, principal, counselor or other school official. The report will be made promptly but not later than five (5) calendar days after the alleged act or acts occurred. The school official will complete a "Bullying/Harassing Behavior" complaint form which will include the name of the reporting person, the specific nature and date of the misconduct, the names of the victim of the misconduct, the names of any witnesses and any other information that assists in the investigation of the complaint. The report will be given promptly to the principal who will institute an immediate investigation.

The complaint will be investigated promptly. Parents will be notified of the nature of any complaint involving their student. The Senatobia Municipal School District official will arrange such meeting as may be necessary with all concerned parties within five (5) working days after initial receipt of the complaint by the Senatobia Municipal School District. The parties will have an opportunity to submit evidence and a list of witnesses. All findings related to the complaint will be reduced to writing. The Senatobia Municipal School District official conducting the investigation will notify the victim and parents as appropriate when the investigation is completed and a decision regarding disciplinary action, as warranted, is determined.

If the victim is not satisfied with the decision of the principal, he/she may submit a written appeal to the superintendent. Such appeal shall be filed within ten (10) working days after receipt of the results of the initial decision. The superintendent or his/her designee shall provide a written decision to the victim's appeal within ten (10) working days).

If the victim is not satisfied with the decision of the superintendent, a written appeal may be filed with the Senatobia Municipal School District board. Such appeal will be filed within ten (10) working days after receipt of the decision of the superintendent.

The Senatobia Municipal School District Board will, within twenty (20) working days, allow the victim and parents as appropriate to appear before the Senatobia Municipal School District Board to present reasons for dissatisfaction with the decision of the superintendent. The Senatobia Municipal School District board will provide a written decision within ten (10) working days following the victim's appearance before the board.