

HAZING AND BULLYING RESPONSE PROCEDURES

Response Procedures

Students, parents or guardians are encouraged to immediately report conduct they consider to be hazing or bullying to a teacher, guidance counselor, coach, principal or other administrator. Likewise, all school personnel who become aware of hazing or bullying shall immediately report such behavior to their building principal.

The building principal or designee shall notify the parents or guardians of any student involved in an incident of hazing or bullying under this policy.

Administrative Response

The building principal or designee shall promptly investigate all reports of hazing or bullying. All matters involving such complaints should remain confidential but only to the extent possible and consistent with a full and complete investigation of the situations giving rise to the allegations and consistent with the intent of the policy.

1. The principal or designee will confer with the student, parent or guardian making the report in order to obtain a clear understanding of the alleged facts. If not already completed, the principal or designee will complete the hazing or bullying complaint form.
2. The principal or designee will meet with all witnesses identified by the person(s) making the report of hazing or bullying. Witnesses will be asked to make a statement both orally and in writing regarding the alleged facts that form the basis of the complaint.
3. The principal or designee will meet with the student(s) accused of hazing or bullying to obtain a response to the complaint both orally and in writing.
4. Following the completion of the investigation, any student(s) found to have violated this policy will be subject to disciplinary action consistent with the Student Code of Conduct.
5. Retaliation against any student who makes a complaint of hazing or bullying, or any student who becomes involved in the investigation of such complaint, is strictly prohibited, and may result in discipline irrespective of the merits of the initial complaint.
6. The building principal or designee shall have the authority to involve local law enforcement if an individual believes danger is imminent due to the alleged hazing or bullying.

Preventative Measures

Notice of this policy shall appear in student handbooks and other publications that set forth the comprehensive rules, procedures, and standards of conduct for schools and students in the district. Information regarding this policy shall also be incorporated into employee training.

To the extent that state or federal funds are appropriated for these purposes, the Board will provide training, workshops or courses on this policy to school employees and volunteers who have direct contact with students.

Teachers, guidance counselors, coaches and/or building administration will educate students about this policy through class discussion, counseling and/or reinforcement of appropriate student behavior. School personnel should intervene promptly whenever they observe student-on-student misbehavior, even if such conduct does not yet meet the frequency, severity or pervasiveness to constitute hazing or bullying that is prohibited by this policy.

If the building principal or designee finds that a student has been the victim of hazing or bullying, in addition to the imposition of disciplinary action against the student-offender, the following strategies may be implemented to protect the victim from additional hazing or bullying:

1. Staff may be instructed to observe and record the behavior of the student-offender in less-supervised settings such as the cafeteria, playground and restrooms. If the student-offender's misbehavior persists, administration may assign the student-offender to recess, lunch or class-release times different from those of the student-victim.
2. The offending student and his/her parent(s) or guardian(s) may be requested to participate in a conference with building administration and/or staff in an attempt to enlist the parent(s) or guardian(s) to work cooperatively with the school to stop hazing or bullying.
3. In consultation with the student-victim and his/her parent(s) or guardian(s), building administration may examine the student's daily schedule to identify those activities where hazing or bullying most often occur. Arrangements can be made to increase supervision or adjust the student's schedule to reduce or eliminate less-supervised activities.
4. Classroom layout or seating can be rearranged to eliminate "blind spots" where future acts of hazing or bullying may occur.

Adoption Date: December 20, 2007

LEGAL REFS.: Ohio Revised Code 3313.66
Ohio Revised Code 3313.661
Ohio Revised Code 3313.663
Ohio Revised Code 3313.666
Ohio Revised Code 3313.667
Ohio Revised Code 3319.321
Family Educational Rights and Privacy Act of 1974,
20 U.S.C. 1232q