

## Corrective Measures

### A. Ideas and Strategies to Address Bullying/Harassment

#### **IDEAS FOR ENDING THE CONDUCT:**

- Separate the students temporarily (including during meals, recess, bus, and passing periods)
- Implement and document a permanent schedule change
- Appoint an escort to take the students from class to class
- Take appropriate disciplinary action against the student(s) who engaged in misconduct
- Deny privileges (e.g., participation in prom, senior trips, or extracurricular activities)
- Utilize safety plans or stay-away agreements
- Provide additional supervision (classroom, locker room, hallways, etc.) as needed
- Initiate a campus transfer of the student(s) as appropriate under policy
- Train faculty on constructive responses
- Assign a staff member to monitor the student(s) and/or have scheduled check-in meetings with the targeted student
- Involve the parents
- Involve law enforcement

#### **STRATEGIES FOR ELIMINATING ANY EFFECTS OF THE CONDUCT:**

- Provide training or other interventions, not only for the perpetrators but also for the larger school community to ensure that all students, their families, and school staff recognize the conduct if it recurs and know how to respond
- Provide counseling or referrals for the targeted student and/or perpetrator
- Provide additional educational or services to the targeted student as necessary
- Ensure that the targeted student has an opportunity to make up any missed school work
- Reaffirm & redistribute policy FFI or FFH & make revisions if appropriate
- Publicize the means of making a bullying/harassment report
- Conduct community outreach to engage parents & students in efforts to improve the school climate



## **IDEAS FOR PREVENTING FURTHER MISCONDUCT AND AVOIDING RETALIATION:**

- Host class discussions with students
- Make sure that students who have been subject to bullying or retaliation, and their families, know how to report any subsequent problems
- Encourage student(s) to contact a person in authority if misconduct continues
- Monitor the situation and conduct follow-up inquiries to see if there have been any new incidents or any instances of retaliation; document such monitoring
- Respond promptly and appropriately to address continuing or new problems
- Review district policy and procedures to ensure that both are clear and effective

## **IX. Glossary of Key Terms**

- Bullying:** When a student or group of students engages in written or verbal expression, expression through electronic means, or physical conduct on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that:
1. Has or will physically harm a student, damage a student's property, or place a student in reasonable fear of harm to the student's person or of damage to the student's property; or
  2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.
- And which:
3. Exploits an imbalance of power between the student perpetrator and the student target; and
  4. Interferes with a student's education or substantially disrupts the operation of a school.
- Cyberbullying:** Engaging bullying conduct through the use of the Internet and/or electronic devices. Cyberbullying, even if it originates off campus, may be subject to discipline if there is an adverse effect on or disruption of the school environment.
- Discrimination:** Conduct directed at a student on the basis of race, color, religion, gender, sex, national origin, disability, or on any other basis prohibited by law, that adversely affects the student.



**Gender Based Harassment:** Physical, verbal, or non-verbal conduct based on the student’s perceived or actual sexual orientation, or the student’s failure to conform to stereotypical notions of masculinity or femininity.

**Harassment:** Physical, verbal, or nonverbal conduct based on the student’s race, color, religion, gender, sex, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student’s ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student’s academic performance; or
3. Otherwise adversely affects the student’s educational opportunities.

Prohibited harassment includes dating violence as defined by FFH (Local).

**Retaliation:** Conduct by a student or District employee that is directed toward any person who makes a good faith report of bullying or harassment, who was alleged to have experienced bullying or harassment, or who serves as a witness or participates in an investigation of such conduct. Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

**Employee-Student Sexual Harassment:** Sexual harassment of a student *by a District employee* includes both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. The employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or
2. The conduct is so severe, persistent, or pervasive that it:
  - a. Affects the student’s ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student’s educational opportunities; or
  - b. Creates an intimidating, threatening, hostile, or abusive educational environment.

**Student-Student Sexual Harassment:** Sexual harassment of a student *by a student*, includes unwelcome sexual advances, requests for sexual favors, or sexually motivated physical, verbal or nonverbal conduct when the conduct is so severe, persistent or

pervasive that it:

1. Affects the student's ability to participate or benefit from an educational program or activity or creates an intimidating threatening, hostile or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance, or
3. Otherwise adversely affects the student's educational opportunities.