

BULLYING

The Board of Education is committed to providing a positive and productive learning and working environment. Bullying, hazing, harassment, intimidation, or menacing by students, staff or third parties, including parents or guardians, is strictly prohibited and shall not be tolerated ~~in the district~~. The Board of Education hereby prohibits bullying in any form including electronic means (cyber bullying as defined by K.S.A. 72-6147) while on or utilizing school property, in a school vehicle or at a school-sponsored activity or event.

For purposes of this policy:

A. Bullying means:

1. Any intentional gesture or any intentional written, verbal, electronic or physical act or threat either by any student, staff member or parent towards a student or by any student, staff member or parent towards a staff member that is sufficiently severe, persistent or pervasive that such gesture, act or threat creates an intimidating, threatening or abusive educational environment for a student or staff member that a reasonable person, under the circumstances, knows or should know will have the effect of:
 - a. Harming a student or staff member, whether physically or mentally;
 - b. Damaging a student's or staff member's property;
 - c. Placing a student or staff member in reasonable fear of harm to the student or staff member; or
 - d. Placing a student or staff member in reasonable fear of damage to the student's or staff member's property.
2. Cyberbullying, means bullying by use of any electronic communication device through means including, but not limited to, e-mail, instant messaging, text messages, blogs, mobile phones, pagers, social networking, online games and websites.

B. Parent includes a guardian, custodian or other person with authority to act on behalf of the child.

Bullying is prohibited on or while utilizing school property, in a school vehicle or at a school-sponsored activity or event.

Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or Board of Education. Individuals who violate this policy may also be referred to law enforcement officials.

BULLYING**Complaint Procedure**

Employees who believe they are the victim of bullying may submit a complaint utilizing district procedures for filing a grievance. A grievance must be presented in writing and signed by the employee claiming a violation of Topeka Public Schools policies or regulations.

Only grievances filed by an employee directly affected by an alleged violation may be processed through the grievance procedure. No employee may file a grievance on behalf of another employee. However, all complaints of bullying shall be investigated.

Complaints of bullying based on behavior prohibited by the district's discrimination and harassment policies may be submitted following the procedures outlined in Policy 4060.