



POLICY #: 236
SECTION: Pupils
TITLE: Anti-Bullying Policy
ADOPTED: January 25, 2005
REVISED: May 12, 2015

Purpose

The Board of Trustees is committed to providing a safe, positive, productive, and nurturing educational environment for all of its students. The Board recognizes that a safe and civil environment in school is necessary for students to learn and to achieve high academic standards. Bullying, like other disruptive or violent behaviors that interfere with a student's ability to learn or the school's ability to educate its students in a safe, positive, productive, and nurturing environment, is prohibited at the 21st Century Cyber Charter School. Since students learn by example, school administrators, faculty, staff, students, and volunteers are directed to demonstrate appropriate behavior, treat others with civility and respect, and refuse to tolerate bullying.

"Bullying" is defined as intentional verbal (oral or written), electronically transmitted, or physical act, or a series of acts that could be considered aggressive, threatening, degrading, harassing, or abusive. This includes but is not limited to discrimination, physical harm, psychological distress, harassment, intimidation, or hazing:

1. that is directed at another student or students
2. which occurs in a "school setting" or occurs outside of school and the outside of school conduct interferes with the educational process or program, as allowed by law
3. that is severe, persistent or pervasive
4. that has the effect of doing any of the following:
 - a. substantially interferes with a student's education
 - b. creates a threatening environment
5. that substantially disrupting the orderly operation of the school
6. which interferes with the rights of students to be secure

A "school setting" includes in the school building, on school grounds, on school property, at any school testing sites, fieldtrip sites or other sites used for any school sponsored, supervised or sanctioned activities. A school setting also includes any software, servers, programs, accounts, or Internet resources provided by 21CCCS or accessed using school issued hardware. Additionally, any student whose out of school conduct materially and substantially interferes with another students educational process is also subject to this policy.

Students are expected to conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students, school staff, volunteers, and contractors.

The Board believes that standards for student behavior must be set cooperatively through interaction among the students, parents/guardians, staff, and community members of the school, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school and community property on the part of students, staff, and community members.

Because bystander support of bullying can bolster these behaviors, the school prohibits both active and passive support for acts of bullying. The staff should encourage all students to refuse to engage in these acts and to report them immediately to Administration.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of bullying will face disciplinary actions up to expulsion according to the student code of conduct and could have their privileges revoked including restrictions of school issued accounts and hardware in the case of a student, or disciplinary actions up to termination in the case of an employee.

Consequences for a student who commits an act of bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance, and must be consistent with the school's approved code of student conduct. Remedial measures will be designed to do the following: stop the behavior, correct the problem behavior; prevent another occurrence of the behavior; and protect the victim of the act. Depending upon the incident, expulsion may be recommended to the Board.

The Board requires the Director/CEO to be responsible for receiving complaints alleging violations of this Policy. All school employees are required to report alleged violations of this policy to the Director/CEO. All other members of the school community, including students, parents/guardians, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report without further investigation.

The Board requires the Director/CEO to be responsible for determining whether an alleged act constitutes a violation of this Policy. In so doing, the Director/CEO shall conduct a prompt, thorough, and complete investigation of each alleged incident. An investigation is to be conducted within three (3) school days after a report or complaint is made known to the Director/CEO.

The Board prohibits reprisal or retaliation against any person who reports an act of bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by Administration after consideration of the nature, severity, and circumstances of the act.

The Board prohibits any person from falsely accusing another of bullying. The consequences and appropriate remedial action for a person found to have falsely accused another of bullying would face disciplinary actions up to expulsion according to the student code of conduct. Consequences and appropriate remedial action for a school employee found to have falsely accused another of bullying shall be disciplined in accordance with school policies, procedures, and agreements.

The Board requires school officials to annually disseminate the policy to all school staff, students, and parents/guardian, along with a statement explaining that it applies to all applicable acts of bullying and to develop procedures for investigating and addressing any alleged violations of this policy.

The Board further requires school officials to ensure that this policy and procedures for reporting bullying incidents are reviewed with the students within ninety (90) days after the policy is adopted and at least once each school year thereafter.

The Board directs Administration to develop procedures necessary to implement this policy and to develop appropriate prevention, intervention and education strategies related to bullying.

The Board directs that this policy be included in the Student Handbook/Code of Conduct and be made available on the school's website.

21CCCS will comply with applicable federal and state laws relating to bullying including, but not limited to, those requirements delineated in the Charter School Law, Chapter 12 of Title 22 of the Pennsylvania Code and the applicable House Bill 1067 Public School Code amendments relating to bullying.

21CCCS will comply with applicable federal and state laws, including Chapter 711 of Title 22 of the Pennsylvania Code and applicable provisions of the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004) and its applicable implementing regulations regarding the discipline of special education students and thought-to-be eligible students who engage in an act of bullying.

21CCCS will further comply with applicable federal and state laws, regarding protected handicapped students and applicable sections of Section 504 of the Rehabilitation Act and its applicable implementing regulations.

TO REPORT AN ACT OF BULLYING, CONTACT ADMINISTRATION, 21ST CENTURY CYBER CHARTER SCHOOL AT: (484) 875-5400, 805 Springdale Drive, Exton, PA 19341.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENTS.

References: