

**Board File: JICB**

**PREVENTION OF BULLYING**

The Board of Education recognizes the negative impact that bullying has on student health, welfare, and safety and on the learning environment at school. ~~Bullying is~~ Bullying, retaliation, and false accusations of bullying, as defined below, are prohibited on all District property, at District or school-sanctioned activities or events, when students are being transported in vehicles dispatched by the District or one of its schools, and off school property when such conduct has a nexus to school or any District curricular or non-curricular activity or event.

**Definitions**

“Bullying” ~~shall have the meaning described in Colo. Rev. Stats. § 22-32-109.1(1)(b), and includes~~ means any written, ~~verbal~~ or ~~pictorial~~ oral expression, or physical or electronic act or gesture, ~~or a pattern thereof by a student~~ including cyber-bullying, that ~~is~~ meets all of the following characteristics:

- a. Is intentional, usually repeated or likely to be repeated<sup>1</sup>, and marked by an imbalance of power, including physical, social, or socio-economic power; and
- b. Is intended to coerce, intimidate, or cause distress upon one any physical, mental, or more students emotional harm to any student, and
- c. is sufficiently severe that it has the effect of:
  - 1. creating an intimidating, hostile, or significantly offensive environment for the learning or performance of school-sanctioned activities of any student; or
  - 2. unreasonably interfering with or disrupting the educational performance or participation in any other school-sanctioned activity of any student.

Bullying is not teasing, fights between students of equal power, or conflict. ~~Cyber-bullying (a form of bullying) involves the use of information and communication technologies such as email, cell phone, PDA’s, pagers, text messaging, instant messaging, digital cameras, personal computer, school computer, chat room, personal website, defamatory website, defamatory online personal polling website, to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm others.~~

~~All administrators, teachers, classified staff, and students share the responsibility to ensure that bullying does not occur at any District school, on any District property, at any District or school-sanctioned activities or events, when students are being transported in any vehicle dispatched by the District or one of its schools, or off school property when such conduct has a nexus to school or any District curricular or non-~~

<sup>1</sup>[Note that highlighted text identifies revisions made to the policy after the First Reading by the Board of Education.]

~~curricular activity or event. Toward that end:~~

~~All students who believe~~ Bullying is prohibited against any student for any reason, including but not limited to behavior that is directed toward a student on the basis of their academic performance or any basis protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or the need for special education services, whether such characteristics are actual or perceived.

“Retaliation” is an act or communication intended as retribution against an individual who reports an act of bullying, or participates in an investigation regarding bullying behavior, that serves to have a chilling effect upon individuals to report bullying behavior or participate in an investigation regarding bullying behavior.

“False accusations” of bullying are those made knowingly by an individual with the purpose of causing harm to another individual and which are false.

As defined above, bullying, retaliation, and false accusations are prohibited.

### Prevention and intervention

The superintendent shall develop measures to address bullying and bullying prevention aimed toward accomplishing the following goals:

- To send a clear message to students, staff, parents, and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
- To train staff in taking proactive steps to prevent bullying from occurring, which includes but is not limited to, training on responsive measures to bullying and bullying prevention, and how to recognize and intervene in bullying situations.
- To support students impacted by bullying through a layered continuum of supports.
- To designate a team of persons who advise the school administration on bullying and bullying prevention.
- To survey students’ impressions of bullying behaviors in their school.

School staff should approach intervention measures in accordance with all appropriate policies based upon the type of transgression that occurs. Any harassing or discriminatory misconduct may be bullying, but if not, should be addressed consistent with the District’s disciplinary and anti-harassment or anti-discrimination policies and guidance.

### Reporting

- ~~Any student who believes they have been victims~~ a victim of bullying ~~in any~~ and/or other behaviors prohibited by this policy, or who has witnessed such ~~circumstance~~ shall immediately report it ~~behaviors, is strongly encouraged to an administrator or~~

~~teacher at their school.~~

~~All students who witness student bullying in any such circumstance shall~~ immediately report it to an a school administrator, counselor, teacher, or other trusted staff member.

- ~~• Any District staff who have witnessed, learned about, or teacher at their school.~~
- ~~• All administrators and teachers who have any had an~~ incident of bullying or other conduct prohibited by this policy reported to them, shall ~~promptly~~ immediately take appropriate action to stop the bullying, as prescribed by the District and the building principal, and shall promptly forward the report(s) to the principal or principal's designee for appropriate action.
- ~~• All administrators, teachers, and classified staff who witness student bullying in any such circumstance~~ Bullying on the basis of a classification protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or the need for special education services, shall ~~immediately take appropriate action to stop the bullying, as prescribed~~ be reported to the District's Compliance Office.  
~~by the District and the building principal, and shall promptly report the bullying to the principal or principal's designee for appropriate action.~~
- Each building principal or principal's designee shall ensure that all reports involving student bullying in any such circumstance are promptly and thoroughly investigated, and that appropriate action is taken.

In determining the appropriate action to be taken in response to incidents of student bullying, the building principal or principal's designee shall consider existing policies and regulations that address the type of conduct that may be involved in bullying. Such policies and regulations include, but are not limited to, JBA, JI/JIA, JIC/JICDA, JICC, JICC-R-1, JICC-R-2, JICF, JICI, JIHA, JK, JKC, JKC-R, JKD/JKE, and JKD/JKE-R.

### Investigating and responding

Procedures will be developed with the goal of immediate intervention and investigation in response to reports of bullying and/or other behaviors prohibited by this policy, including notification to parents/guardians of the results of bullying investigations.

### Discipline for

A student ~~bullying may~~ who engages in any act of bullying, retaliation, and/or other behaviors prohibited by this policy shall be subject to appropriate responsive measures which may include but is not limited to suspension, expulsion, and/or ~~classroom removal.~~ In addition, the building principal referral to law enforcement authorities. Consistent with Board File: JK addressing Student Discipline, responsive student disciplinary measures shall consider ~~other actions which may be appropriate in response to student bullying, including but not limited to:~~ the age and development of the student in framing the

instruction in appropriate behavior and the consequences for misbehavior and includes consideration of repair of harm and restoring relationships and restorative practices to re-engage students in their learning community. The objectives of disciplining any student related to bullying misbehavior must be to instill self-discipline and socially acceptable behavior.

- ~~● Holding assemblies and implementing programs to warn students that bullying is prohibited and advise them of the consequences for engaging in bullying activity, to encourage all students to immediately report incidences of student bullying, and to engender an atmosphere where bullying is not tolerated at school or school-related activities.~~
- ~~● Implementing student peer mediation programs.~~
- ~~● Holding conferences with the parents of students who continue to engage in bullying after administrator/teacher intervention, in order to develop cooperative strategies to correct the students' behavior.~~
- ~~● Separating students who continue to engage in bullying after administrator/teacher intervention from other students at school or from particular school programs or activities, until they can conform their behavior to acceptable standards.~~
- ~~● Withholding privileges (i.e., recess, field trips, participation in extracurricular activities, etc.) from students who continue to engage in bullying after administrator/teacher intervention, until they can conform their behavior to acceptable standards.~~

~~Holding training and in-services to assist building staff in being alert to student bullying, taking appropriate action when bullying occurs, and helping to engender an atmosphere where bullying is not tolerated at school or school-related activities.~~

~~For any student against whom an allegation under this policy is lodged, that student shall have all of the due process rights contained in JI/JIA, JKD/JKE, and JKD/JKE-R.~~

### Implementation and Support

The Superintendent has the authority to develop a district policy to further implementation of this policy, including procedures with the goal of immediate intervention and investigation in response to reports of bullying and/or other behaviors prohibited by this policy, including notification to parents/guardians of the results of bullying investigations.

Adopted: August 7, 2001

Revised: May 5, 2009  
Revised: July 11, 2017  
[Revised: \\*\\*\\*\\*, 2023](#)

LEGAL REF.:

~~C.R.S. 22-32-109.1~~

[C.R.S. 22-32-109.1](#)  
[29 U.S.C. 794](#)  
[20 U.S.C. 1401 et seq.](#)  
[20 U.S.C. 1681-1688](#)

CROSS REF:

[AC, Nondiscrimination/Equal Opportunity](#)  
[ADB, Educational Equity](#)  
[JBA, Nondiscrimination/Non-harassment of Students](#)  
[JBB, Nondiscrimination on the Basis of Disability](#)  
[JBC, Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature](#)  
[JK, Student Discipline](#)  
[JDK-JKE Suspension/Expulsion of Students](#)