

APPROVED 11-12-07  
AMENDED 7-8-13  
AMENDED 3-7-16  
AMENDED 7-9-18

**POLICY B-42**  
**BULLYING BY STAFF**

The Board of Education prohibits bullying in any form by any student, staff member or parent towards a student, or a staff member on school property, in a school vehicle or at a school sponsored activity or event. The administration shall propose, and the Board shall review and approve a plan to address bullying on school property, in a school vehicle or at a school sponsored activity or event. “Staff member” means any person employed by the district.

“Bullying” and “School Vehicle” definitions follow:

1. “Bullying” means:

(A) Any intentional gesture or any intentional written, verbal or physical act or threat that is sufficiently severe, persistent or pervasive that it 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:

- (i) Harming a student or staff member, whether physically or Mentally;
- (ii) Damaging a student’s or staff member’s property;
- (iii) Placing a student or staff member in reasonable fear of harm to the student or staff member; or
- (iv) Placing a student or staff member in reasonable fear of damage to the student’s or staff member’s property; or

(B) Any other form of intimidation or harassment prohibited by the Board of Education of the school district policies concerning bullying pursuant to K.S.A. 72-6147 or subsection (e) of K.S.A. 72-1138, and amendments thereto. USD 282 will not tolerate these actions by students, staff, or parents.

(C) Bullying also includes cyberbullying. “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, online games and websites.

- 1. "School Vehicle" means any school bus, school van, other school vehicle and private vehicle used to transport students or staff members to and from school or any school sponsored activity or event.**

**The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the Board. Students who have bullied others in violation of this policy may be subject to disciplinary action, up to and including suspension and expulsion. If appropriate, students who violate the bullying prohibition shall be reported to local law enforcement.**

**Staff members who bully others in violation of this policy may be subject to disciplinary action, up to and including suspension and/or termination. If appropriate, staff members who violate the bullying prohibition shall be reported to local law enforcement.**

**The USD 282 Bullying Plan shall be attached to Policies B42, B42A and E19 when adopted by the Board.**