



LOS ANGELES UNIFIED SCHOOL DISTRICT  
Policy Bulletin

**TITLE:** Bullying and Hazing Policy (Student-to-Student and Student-to-Adult)

**NUMBER:** BUL-5212.1

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School Operations  
  
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School Operations

**DATE:** September 17, 2012

**ROUTING**  
Instructional Superintendent  
Administrator of Operations  
Instructional Directors  
Operations Coordinators  
Principals  
Assistant Principals  
Counselors  
Deans  
Title IX/Bully Complaint Managers

**POLICY:** The Los Angeles Unified School District is committed to providing a safe and civil learning and working environment. The District takes a strong position against bullying, hazing, or any behavior that infringes on the safety or well-being of students, employees, or any other persons within the District’s jurisdiction or interferes with learning or the ability to teach. The District prohibits retaliation against anyone who files a complaint or participates in the complaint investigation process.

District policy requires all schools and all personnel to promote mutual respect, tolerance, and acceptance among students and staff. “All students and staff of public primary, elementary, junior high and senior high have the inalienable right to attend campuses which are safe, secure and peaceful” [Article 1, Section 28 (c) of the California State Constitution]. Schools’ compliance with the Bullying and Hazing Policy and the Discipline Foundation Policy is to be referenced in their Safe School Plan, Volume 1.

This policy shall encompass behaviors or actions that occur among students, District employees and associated adults. The policy is applicable in all areas of the District’s jurisdiction, including school and District-related activities, events, programs, and traveling to and from school.

**MAJOR CHANGES:** This bulletin replaces Bulletin No. 5212.0, Bullying and Hazing Policy (Student-to-Student, Adult-to-Student, and Student-to-Adult) dated August 20 2010, issued by the Office of Chief of Staff. It reaffirms District policy against bullying in all areas of the District’s jurisdiction, revises the definitions of bullying, and reflects newly adopted legislation ([California Education Code § 48900 \(r\)](#)).



Bullying that is initiated by adults is addressed in [Workplace Violence, Bullying and Threats \(Adult to Adult\)](#), BUL-5798.0, dated July 16, 2012, issued by Student Health and Human Services.

**GUIDELINES:** Bullying and hazing are part of a continuum of aggressive or violent behaviors. Some acts of bullying or hazing can and do constitute other categories of misconduct such as assault, battery, child abuse, hate-motivated incident, criminal activity or sexual harassment and, as such, violate other District policies. In such cases, District personnel are obligated to follow appropriate District reporting guidelines as detailed in the Related Resources section of this policy bulletin.

#### I. Definitions

- A. Bullying is any severe or pervasive physical or verbal act(s) or conduct, including electronic communications committed by a pupil(s) that has, or can be reasonably predicted to have, the effect of one or more of the following:
  - (1) Reasonable fear of harm to person or property.
  - (2) Substantially detrimental effect on physical or mental health.
  - (3) Substantial interference with academic performance.
  - (4) Substantial interference with the ability to participate in or benefit from school services, activities, or privileges.
- B. Hazing is a method of initiation or pre-initiation into a pupil organization or body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury, personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective pupil. Hazing does not include athletic events or school-sanctioned events (Ed. Code §48900(q)).
- C. Students are any person enrolled in a Los Angeles Unified School District school, including adult students. Adult students are also held to the guidelines associated with their enrollment in an adult education program.
- D. Associated individuals are non-students who are affiliated with the District, including but not limited to parents/guardians, campus volunteers, vendors, contracted service providers, former students, former employees, domestic partners and relatives or friends of employees or students.

#### II. Types of Bullying

All incidents must meet the impact criteria of bullying to be considered as such.



- A. Cyberbullying is bullying by electronic act, which includes transmission of a communication by text, sound, image, video, message, website post, social network activity, or other form of communication sent by an electronic device (Ed. Code 32261(g)).
- B. Indirect bullying is the use of intimidation or peer pressure to cause harm to a third part(ies).
- C. Non-verbal bullying includes the use of threatening gestures, staring, stalking, graffiti or graphic images, and destruction of property to cause distress, intimidation, discomfort, pain or humiliation.
- D. Physical bullying includes intentional, unwelcome acts of beating, biting, fighting, hitting, kicking, poking, punching, pushing, shoving, spitting and tripping.
- E. Social or relational bullying includes spreading rumors, manipulating relationships, exclusion, blackmailing, isolating, rejecting, using peer pressure and ranking personal characteristics.
- F. Verbal bullying includes hurtful gossiping, making rude noises, name-calling, spreading rumors and teasing.

### III. Discrimination

All pupils have the right to participate in the educational process free from discrimination and harassment. Discrimination is different treatment of a student on the basis of a protected category in the context of an educational program or activity, without a legitimate nondiscriminatory reason, that interferes with or limits the ability of the student to participate in or benefit from the services, activities or privileges provided by the District. Protected categories include an individual's actual or perceived age, ancestry, color, disability ethnic group identification, gender, gender identity, gender expression, marital status, national origin, race, religion, sex, pregnancy and sexual orientation, as well as their association with a person or group of these protected categories, or any other basis protected by federal, state, local law, ordinance, or regulation.

#### A. Sexual Harassment

Sexual harassment is unwanted or demeaning conduct or comments directed at or about an individual on the basis of actual or perceived gender, sex, sexual behavior, sexual orientation, or other related personal characteristics, with the impact or intent to humiliate (California Ed Code §201 (b-c)). Anti-gay and sexist epithets are forms of sexual harassment. Schools should investigate and respond to these incidents under the guidelines of the relevant policy (e.g., Sexual



Harassment Policy, BUL-3349.0 or the Transgender and Gender Variant Students-Ensuring Equity and Nondiscrimination, REF-1557.1).

B. Hostile Environment Harassment

Hostile Environment Harassment occurs when: (1) the target is subjected to unwelcome conduct related to a protected category; (2) the harassment is both subjectively offensive to the target and would be offensive to a reasonable person of the same age and characteristics under the same circumstances; and (3) the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit a student's ability to participate in or benefit from the services, activities or opportunities offered by the school.

IV. School Principal or Site Administrator(s) Responsibilities:

Safe campuses require a multi-faceted approach with strategies to prevent, respond to and recover from incidents of bullying and hazing. The school principal and site administrators shall create an environment where the school community upholds the standards of respect and civility and understands that bullying and hazing are inappropriate, harmful and are unacceptable. Toward this goal, schools shall:

- A. Document compliance with the Bullying and Hazing Policy and the Discipline Foundation Policy in their Safe School Plan, Volume 1. While LAUSD takes ALL reported cases of bullying and hazing seriously, we utilize positive behavior support strategies, interventions and corrective measures to address inappropriate behaviors.
- B. Identify the Title IX/Bullying Complaint Managers responsible for documenting and overseeing complaints of bullying or hazing. The system for reporting suspected bullying or hazing must ensure that reporting can be done easily, safely and privately.
- C. Ensure that all reports of bullying or hazing are investigated and documented, and that appropriate interventions are implemented and monitored in a timely manner. Incidents that result in physical injury, or require ongoing monitoring or additional resources should also be documented in iSTAR (Incident System Tracking Accountability Report). Behaviors that constitute criminal behavior or suspected child abuse must also be reported to the appropriate authorities.
- D. Communicate with and ensure that all employees, students, parents, volunteers, coaches, activity leaders or other adults are informed of District and school policies regarding bullying and hazing and requiring the promotion of mutual respect and acceptance.
- E. Post the English and Spanish Title IX/Bullying Complaint Manager posters (Attachments E-H) in school administrative offices, including



student government meeting rooms and other prominent locations accessible to students where notices are regularly posted regarding rules, regulations, procedures, or standards of conduct.

- F. Provide trainings to ensure that certificated and classified staff, volunteer coaches, activity directors and other adults on campus are familiar with and able to identify the indicators of bullying and hazing, and understand their individual responsibilities to respond to, intervene, and report any act or incident of bullying or hazing.
  - G. Provide instruction to ensure that students are educated about appropriate on-line behavior, including cyberbullying awareness and response and how to interact with others on social networking websites and in chat rooms. (Acceptable Use Policy (AUP) for District Computer and Network Systems, BUL-999.4, dated August 14, 2012, issued by the Chief Information Officer)
  - H. Present the District's Bullying and Hazing Policy as part of the student orientation program conducted at the beginning of each academic term.
  - I. Certify on the Administrator Certification that the school has complied with the mandates of the District's Bullying and Hazing Policy and has selected at least two school-site certificated employees to serve as the school's Title IX/Bullying Complaint Managers.
- V. Staff Responsibilities:
- A. Share responsibility for modeling appropriate behavior and creating an environment where mutual respect, tolerance, civility, and acceptance among students and staff are promoted, and students understand that bullying and hazing are inappropriate, harmful and are taken seriously.
  - B. Recognize the indicators of bullying and hazing.
  - C. Discuss all aspects of the Bullying and Hazing Policy with students including strategies to prevent and respond to bullying and hazing.
  - D. Encourage students to report any bullying or hazing they witness or are targets of to the Title IX/Bully Complaint Manager.
  - E. Provide instruction to ensure that students are educated about appropriate on-line behavior, including cyberbullying awareness and response and how to interact with others on social networking websites and in chat rooms (See Acceptable Use Policy (AUP) for District Computer and Network Systems, BUL-999.4, dated August 14, 2012, issued by the Chief Information Officer).
  - F. Intervene immediately and safely with any act of discrimination, harassment, intimidation, hazing or bullying.
  - G. Report any complaints or incidents of bullying or hazing involving a District employee to the site administrator immediately.



VI. Title IX/Bullying Complaint Manager Responsibilities:

A. The Title IX/Bullying Complaint Manager shall ensure that the school employs a comprehensive system through which allegations of bullying can be safely and easily reported, and that the ensuing investigations, interventions and monitoring are documented. This comprehensive system should be designed in consultation with the principal or designee, and be communicated to the school community. As delineated above, all staff are responsible for responding to incidents. The principal or designee has the authority to assign the task of investigation, response and monitoring of alleged bullying and hazing to the individual(s) who would be most appropriate to assume those responsibilities.

VII. Student Responsibilities:

Students will take responsibility for helping to create a safe school environment:

- A. Do not engage in or contribute to bullying or hazing.
- B. Treat everyone with respect. Be sensitive as to how others might perceive your actions or words.
- C. Report bullying or hazing to a trusted District teacher or administrator.
- D. Never engage in retaliatory behavior or ask, encourage, or consent to anyone retaliating on your behalf.

VII. Responding to Bullying and Hazing Incidents:

It is imperative that schools thoroughly investigate allegations of bullying and hazing to determine if the incident was an isolated event or part of a larger pattern of behaviors. The following procedures should be followed in addressing incidents:

- A. Secure campus/office safety.
- B. Assure involved parties that allegations are taken seriously.
- C. Investigate promptly and thoroughly. Document the investigation, actions and agreements (see Attachments A and B). Incidents that result in physical injury or may require additional resources or sustained monitoring should also be documented in iSTAR.
- D. Request factual written statements from the involved parties, and if appropriate, witnesses.
- E. Consult with the Educational Service Center, Staff Relations and other



offices as appropriate.

- F. Document actions taken to stop the behavior from recurring (see Attachments C and D).
- G. Monitor and follow-up to ensure that the bullying or hazing has stopped.
- H. If the bullying or harassment is based on the person's actual or perceived characteristics or association with any of the protected classes (age, ancestry, color, disability ethnic group identification, gender, gender identity, gender expression, marital status, national origin, race, religion, sex, pregnancy, sexual orientation), it may rise to the level of discrimination or hostile environment harassment, and must be investigated as such. The school will follow its standard procedures of documenting its investigation, intervention and monitoring. Educational Equity Compliance can provide technical assistance as needed.
- I. If the bullying or hazing constitutes suspected child abuse, follow BUL-1347.2 Child Abuse and Neglect Reporting Requirements. The suspected child abuse must be immediately reported to the appropriate child protective services authority.
- J. If the alleged bullying is directed by a student against an employee, follow standard investigation and interventions. If the alleged behavior constitutes discrimination, contact the Equal Opportunity Section.
- K. Employees, elected parent officials, contracted service providers and associated individuals who engage in bullying, harassment or hazing toward other adults are governed by the guidelines delineated in BUL-5798.0 Workplace Violence, Bullying and Threats (Adult to Adult) and in BUL-1325.1, Visitors to School Campuses and Locked Campuses During Class Hours at All Schools.
- L. Complainants who disagree with the resolution of a bullying or hazing complaint may appeal the decision with the Educational Service Center Operations Coordinator. Complainants who are dissatisfied with the Educational Service Center response may appeal at the central office level through Educational Equity Compliance.

IX. Confidentiality and Non-retaliation:

Reports of bullying or hazing shall be handled confidentially to respect the privacy of all parties to the fullest extent possible. Every effort shall be made to limit the distribution of information to those persons who need to know within the confines of the District's reporting procedures and investigation process.



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The District will not tolerate retaliation against anyone who reports suspected bullying or hazing, or participates in the investigation process. Confidentiality and non-retaliation requirements extend to all parties involved.

**AUTHORITY:** This is a policy of the Superintendent of Schools. The following legal authorities are applied in this policy:

California Constitution, Article I §28(c)

[California Education Code §200](#)

[California Education Code §220](#)

[California Education Code §233](#)

[California Education Code §234.1](#)

[California Education Code §32050](#)

[California Education Code §§32228](#) *et seq.*

[California Education Code §§ 32260](#) *et seq.*

[California Education Code §§ 35160](#) *et seq.*

[California Education Code §§35294.1](#) *et seq.*

[California Education Code §§ 48900 \(q\), \(r\)](#)

California [Penal Code §§ 422.55-422.57](#)

**RELATED  
RESOURCES:**

[Board Resolution](#), Development of Bullying Policy, passed November 27, 2001.

[Board Resolution](#), To Enforce the Respectful Treatment of All Persons, passed October 10, 1988.

[Acceptable Use Policy \(AUP\) for District Computer and Network Systems](#), BUL-999.4, dated August 14, 2012, issued by the Chief Information Officer.

Administrator Certification, Memorandum issued annually by the Office of the General Counsel.

[Child Abuse and Neglect Reporting Requirements](#), BUL-1347.2, dated July 1, 2011, issued by General Counsel.

[Code of Conduct with Students – Distribution and Dissemination Requirement](#), Memorandum issued annually by the Office of the Superintendent.

[Discipline Foundation Policy: School-Wide Positive Behavior Support](#), BUL-3638.0, dated March 27, 2007, issued by Student Health and Human Services.

[Expulsion of Students](#) – Policy and Procedures BUL-4655.1, dated August 29,





2011, issued by the Office of Curriculum, Instruction and School Support and Student Health and Human Services.

[Guidelines And Procedures Relating To Student Behavior On School Bus](#), BUL-631, dated December 2, 2003, issued by the Chief Operating Officer.

[Guidelines for Student Suspension](#), BUL-5655.0, dated December 6, 2011, issued by School Operations.

[Incident System Tracking Accountability Report](#), BUL-5269.1, dated August 13, 2012, issued by School Operations.

[Nondiscrimination Required Notices](#), MEM-4695.2, issued annually by the Office of General Counsel.

[Opportunity Transfer \(OTs\) Policy](#), BUL-4478.0, dated December 15, 2008, issued by the Chief Academic Officer.

[Organizing for Crisis Intervention](#), BUL-962.1, dated December 7, 2005 issued by the Office of the Chief Operating Officer.

[Policy Regarding Internet Safety for Students](#), BUL 5181.1, dated May 1, 2012, issued by the Chief Information Officer.

[Responding to and Reporting Hate-Motivated Incidents and Crimes](#), BUL-2047.0, dated October 10, 2005, issued by the Office of General Counsel.

Safe School Plan - Volume 1 (CSHS Plan, Prevention Programs).

[Sexual Harassment Policy \(Student-to-Student, Adult-to-Student, and Student-to-Adult\)](#), BUL-3349.0, dated November 29, 2006, issued by the Office of General Counsel.

[Social Media Policy for Employees and Associated Persons](#), BUL 5688.0, dated February 1, 2012, issued by the Office of the Superintendent.

[Suicide Prevention, Intervention and Postvention \(Students\)](#), BUL-2637.1, dated July 16, 2012, issued by School Operations and Student Health and Human Services.

[Threat Assessment and Management, \(Student-to-Student, Student-to-Adult\)](#), BUL-5799.0, dated July 16, 2012, issued by School Operations and Student Health and Human Services.

[Title IX Policy/Complaint Procedures](#), BUL-2521.1, dated June 7, 2006, issued by the Office of the General Counsel.

[Transgender and Gender Variant Students-Ensuring Equity and Nondiscrimination](#), REF-1557.0, dated September 9, 2011, issued by the Office of General Counsel.

[Uniform Complaint Procedures \(UCP\)](#), BUL-5159.1, dated July 1, 2011, issued by the Office of General Counsel.

[Use of Cellular Telephones and Other Electronic Devices by Students](#), BUL-



5468.0, dated May 4, 2011, issued by the Office of the Superintendent.

[Visitors To School Campuses and Locked Campuses During Class Hours at All Schools](#), BUL-1325.1, dated December 7, 2009, issued by the Office of the Chief Operating Officer.

[Workplace Violence, Bullying and Threats \(Adult to Adult\)](#), BUL-5798.0, dated July 16, 2012, issued by School Operations and Student Health and Human Services.

**ASSISTANCE:** For further information, to ask questions, to seek assistance, or for related resources, contact any of the following District offices:

Human Relations, Diversity and Equity - (213) 241-5337  
<http://lausdhumanrelations.net>

Educational Equity Compliance Office - (213) 241-7682  
<http://eeco.lausd.net>

Crisis Counseling and Intervention Services - (213) 241-8264

Educational Service Center Operations Coordinators

Division of Special Education, Behavior Support Office - (213) 241-8051

Health Education Programs Office - (213) 241-3508

Interscholastic Athletics Office - (213) 241-5847

Los Angeles School Police Department - (213) 625-6631

Office of General Counsel - (213) 241-7600

Office of School Operations – (213) 241-5337

School Mental Health - (213) 241-3841

Student Discipline Proceedings Unit - (213) 202-7555

**ATTACHMENTS** Attachment A - Bully Complaint Form  
Attachment B - Bully Complaint Response Worksheet  
Attachment C - Individual Student Safety Plan  
Attachment D - No Bully Contract-English  
Attachment E - No Bully Contract-Spanish  
Attachment F - Title IX Bully Complaint Manager Poster  
Secondary Schools- English  
Attachment G - Title IX Bully Complaint Manager Poster  
Secondary Schools- Spanish  
Attachment H - Title IX Bully Complaint Manager Poster  
Elementary Schools-English  
Attachment I - Title IX Bully Complaint Manager Poster  
Elementary Schools-Spanish

LOS ANGELES UNIFIED SCHOOL DISTRICT  
BULLY AND HAZING COMPLAINT FORM

ATTACHMENT A

BUL-5212.1

School Name: \_\_\_\_\_ Date : \_\_\_\_\_

Your name: \_\_\_\_\_ Date of incident(s): \_\_\_\_\_

Your Contact Phone /Email: \_\_\_\_\_

Relationship to the Alleged Target or Perpetrator: \_\_\_\_\_

Alleged Target(s) of Bullying or Hazing: \_\_\_\_\_ DOB: \_\_\_\_\_ Grade \_\_\_\_\_

Alleged Perpetrator(s) of Bullying or Hazing: \_\_\_\_\_ DOB: \_\_\_\_\_ Grade \_\_\_\_\_

**Bullying** is any severe or pervasive physical or verbal act or conduct, including electronic communications, that has been committed toward student(s) or adults(s) and has or can be reasonably predicted to have one or more of the following: 1) Reasonable fear of harm to person or property, 2) Substantially detrimental effect on physical or mental health, 3) Substantial interference with ability to participate in or benefit from school services, activities, or privileges. **Hazing** is a method of initiation or pre-initiation into a pupil organization or body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury, personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective pupil. Hazing does not include athletic events or school-sanctioned events.

1. Describe your concerns. Please include who was involved, when and where the incident(s) happened, who witnessed it, how long this has been going on, etc.

2. Who else have you talked to or reported your concerns to? When? What happened?

3. Is there anything else we should know? Who else should we talk to? Please include relevant person(s) contact information if you have it.

*Please return this completed form to the school Bully Complaint Manager, Administrator or school staff.  
Attach additional pages if needed.*

Office Use Only:

Received on: \_\_\_\_\_ Received by: \_\_\_\_\_ Referred to: \_\_\_\_\_

LOS ANGELES UNIFIED SCHOOL DISTRICT      ATTACHMENT B  
BULLYING AND HAZING COMPLAINT RESPONSE WORKSHEET

BUL-5212.1

This worksheet will serve to log the contacts made in the investigation of the reported incident of bullying or hazing. Maintain notes of contact with involved parties in a confidential file.

Complaint Investigator: \_\_\_\_\_ Title/Position: \_\_\_\_\_

Date(s) of Alleged Incident(s) \_\_\_\_\_

Alleged Perpetrator(s) \_\_\_\_\_

Alleged Target(s) \_\_\_\_\_

Witnesses \_\_\_\_\_

**Dates of Contact with:**

Alleged Student Target(s) \_\_\_\_\_

Parent/Guardian(s) of Alleged Target: \_\_\_\_\_

Alleged Perpetrator(s): \_\_\_\_\_

Parent/Guardian(s) of Alleged Perpetrator(s) \_\_\_\_\_

Witnesses \_\_\_\_\_

Other \_\_\_\_\_

**Summary of Findings:**

**Actions Taken (Check all that apply):**

**ISTAR #:** \_\_\_\_\_

- Does the student(s) involved have an Individual Education Plan (IEP)? If YES refer to School Psychologist \_\_\_\_\_
- Counseled all parties individually (NOT RECOMMENDED IN A GROUP) \_\_\_\_\_
- Developed Individual Student Safety Plan (Attachment C) \_\_\_\_\_
- Put all parties on the No-Bully or Hazing Contract (Attachment D) \_\_\_\_\_
- Consulted with Behavior Specialist/Psychologist/Psychiatric Social Worker/Counselor: \_\_\_\_\_
- Referred to Counseling: \_\_\_\_\_
- Referred to Law Enforcement / Los Angeles School Police Department (LASPD) \_\_\_\_\_
- Educational Training: \_\_\_\_\_
- Restitution : \_\_\_\_\_
- Alternative Programming/Modification of classroom assignment or techniques: \_\_\_\_\_
- Contacted Educational Service Center (ESC) for additional support \_\_\_\_\_
- Contacted Human Relations, Diversity and Equity if Hate/Bias Motivated (213) 241-5337 \_\_\_\_\_
- Contacted Educational Equity for Uniform Complaint Procedures (213) 241-7682 \_\_\_\_\_
- Suspension (Refer to Matrix for Student Suspension/Expulsions) \_\_\_\_\_
- Other: \_\_\_\_\_

**Dates of follow-up with concerned parties:**

**Student:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Safety is our number one priority! Keeping students safe requires a collaborative effort of all stakeholders.

**The sample interventions offered are not intended to be exclusive or all-inclusive. Schools should design a Student Safety Plan that reflects their unique circumstances and resources.**

The following safety plan has been developed for the student named above. This plan does NOT replace an IEP or a Behavior Support Plan. If the student has an IEP, then defer to that plan.

**Administration responsibilities and strategies:**

- I will continue to communicate and enforce the guidelines set forth by the District's School-Wide Positive Behavior Support policy.
- I will take all reported incidents of bullying seriously.
- I will be neutral and gather the facts from all involved parties.
- I will follow-up with the teacher to support the student's concerns.
- I will follow-up with the involved parties to monitor that the bullying has stopped.
- I will \_\_\_\_\_

**Teacher responsibilities and strategies:**

- I will establish a safe school environment for all students.
- I will take all reported incidents of bullying or misconduct seriously.
- I will remind all students of the appropriate rules of conduct whether they are in class or outside during recess, lunch, and before and after school.
- I will work collaboratively with the administration, counselors, teachers, staff and parents.
- I will make a referral to the school site administrator if additional services are recommended.
- I will \_\_\_\_\_.

**Counselor or other staff:**

- I will meet with the student (*specify frequency*) \_\_\_\_\_ to provide additional support and monitoring to ensure that the bullying has stopped. Check-ins may continue or may be modified, as needed.
- I will \_\_\_\_\_

**Student responsibilities and strategies:**

- I will report any concerns or incidents of bullying immediately to \_\_\_\_\_
- I will tell the person who is bothering me to "stop."
- I will follow all rules of conduct in the classroom, on campus, before and after school.
- I use my words not my fists to resolve problems.
- I will not bully; I will model respectful behavior.
- I will join a club that promotes peace and respect.

- I will apologize if I hurt someone's feelings.
- I will work toward positive resolutions to conflicts.
- I will do my best.
- I will \_\_\_\_\_

**Parent responsibilities and strategies:**

- I will collaborate on a positive resolution to the conflict.
- I will work with the teacher and administration.
- I will encourage my child to use their words not their fists to resolve conflicts.
- I will not confront the other children or parents who are allegedly involved in this incident.
- I will \_\_\_\_\_

**Accommodations and modifications, if applicable:**

- My \_\_\_\_\_ period classes have been changed.
- My locker has been changed to a different location.
- During lunch, nutrition and passing periods, I will go \_\_\_\_\_  
(*identify route.*)
- I will avoid \_\_\_\_\_ (*note area, if applicable, that the student should avoid.*)
- During lunch and nutrition, I will maintain a line of sight with school staff \_\_\_\_\_  
who will be a source of contact.
- My designated arrival location is \_\_\_\_\_ at \_\_\_\_\_ a.m.
- My designated pick-up location is \_\_\_\_\_ at \_\_\_\_\_ p.m.
- Other: \_\_\_\_\_

**Confidentiality:** The student and parents will not share any identifying information regarding the other students related to this incident. This includes discussing, posting or sharing confidential information about other students. I agree to follow the plan and support the safety of all parties.

We will revisit this plan on \_\_\_\_\_ (*date*) at \_\_\_\_\_ (*time*) in Room \_\_\_\_\_

**Please print and sign your name:**

Student \_\_\_\_\_ Date: \_\_\_\_\_  
Parent/Guardian \_\_\_\_\_ Date: \_\_\_\_\_  
Teacher \_\_\_\_\_ Date: \_\_\_\_\_  
Administrator \_\_\_\_\_ Date: \_\_\_\_\_  
Counselor or other staff \_\_\_\_\_ Date: \_\_\_\_\_  
Other \_\_\_\_\_ Date: \_\_\_\_\_



# NO BULLYING or HAZING CONTRACT Student and Parent/Guardian Agreement

**Bullying** and **hazing** are serious matters. Bullying is any mean or disrespectful behavior that is done on purpose to hurt someone physically or emotionally. Hazing is any initiation into a team or group that may cause humiliation, physical or emotional harm.

There are different types of bullying and misconduct including, but not limited to:

**Physical Bullying:** hitting, kicking, pushing or other unwelcome physical contact. *Serious physical bullying may be regarded as a criminal act, such as battery or assault.*

**Social Bullying:** leaving people out, rejecting, manipulating relationships, rating or ranking people, or trying to ruin the reputation of another.

**Indirect Bullying:** getting someone to do something mean or hurtful to someone else on your behalf.

**Cyberbullying:** using electronic devices to embarrass, spread rumors, threaten or intimidate. This includes posting or sending inappropriate messages or images by text, cell phone or on social networking sites such as Facebook, Instagram or Twitter. *Sending nude or sexual images may be considered distribution or possession of child pornography, which is a crime.*

**Verbal Bullying:** name calling, teasing, spreading hurtful rumors or gossip, making threats or rude noises. *I understand that all threats are taken seriously and may be reported to law enforcement.*

**Sexual Harassment:** any unwanted or demeaning behavior about someone's sex, sexual orientation, gender, gender identity or gender expression. *Even if I like the person I must be respectful at all times. Sexual harassment may require additional investigation.*

**Non-Verbal Bullying:** posturing, dirty looks, stalking, damaging property, graffiti, making gang signs or other efforts to intimidate or pressure someone.

**Discrimination:** targeting someone based on their real or perceived race, color, national origin, religion, disability or medical condition, sex, sexual orientation, gender, gender identity or gender expression may be considered an act of hate and may be a crime.

I, \_\_\_\_\_ understand that it is my responsibility to:  
STUDENT NAME

- ✓ Respect and honor all school rules.
- ✓ Conduct myself in a respectful manner.
- ✓ Treat and respect others the way I would like to be treated.
- ✓ Tell the person who is bullying to "Stop!"

- ✓ Stop now, if I am bullying others. There are better ways to be a leader, get respect, and have friends.
- ✓ Be thoughtful. What I think is just a joke could be considered bullying, hazing or discrimination.
- ✓ Report bullying to a teacher, principal or other school staff.

## Everyone has the right to attend a school that is safe and respectful.

**Student's responsibility:**

I commit that I will not bully. I will report bullying to an adult. I understand that if I bully, there will be consequences, including possible suspension, expulsion, or arrest. **I am important. I make a difference. I can be a positive leader.**

\_\_\_\_\_  
STUDENT NAME

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
DATE

**Parent/Guardian's responsibility:**

I commit to encouraging my child to always respect others. I have instructed my child to be a positive leader. I have advised my child to report any bullying to a trusted adult or school personnel. I will work with the school for peaceful solutions.

\_\_\_\_\_  
PARENT/GURDIAN NAME

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
DATE



# CONTRATO PARA LA PREVENCIÓN DE LA INTIMIDACIÓN

## Acuerdo celebrado por el estudiante y el padre/tutor

La **intimidación** y las **novatadas** son asuntos graves. La intimidación es cualquier conducta maliciosa o irrespetuosa que tiene el propósito de lastimar a alguien física o emocionalmente. Las novatadas son cualquier iniciación a un equipo o grupo que puede causar humillación o un daño físico o emocional.

Hay diferentes tipos de intimidación, lo cual incluye pero no se limita a:

**Intimidación física:** golpear, patear, empujar, o cualquier otro contacto físico no deseado. *La intimidación física grave podría ser considerada un acto punible, tal como agresión física y lesiones.*

**Intimidación cibernética:** utilizar dispositivos electrónicos para avergonzar, propagar rumores, amenazar e intimidar. Esto incluye mandar o enviar mensajes o imágenes inapropiadas en un mensaje de texto, teléfonos móviles o sitios de redes sociales tal como Facebook, Formspring o Twitter. *Enviar imágenes sexuales o de personas desnudas podría ser considerado distribución o posesión de pornografía infantil, lo cual es un delito.*

**Intimidación social, relacional o psicológica:** excluir a una persona, rechazar, manipular las relaciones entre personas, calificar o clasificar a las personas, o intentar arruinar la reputación de otra persona.

**Intimidación verbal:** insultar, tomar el pelo, propagar rumores dañinos o chismes, amenazar o hacer ruidos groseros. *Entiendo que a todas las amenazas son tomadas en serio y es posible que se le informe al respecto a una agencia del orden público .*

**Intimidación no verbal:** actitudes, mirar fijamente con hostilidad, mirada maliciosa o impúdica, acechar, destrucción de la propiedad, graffiti, hacer señas de pandillas o esforzarse en alguna otra manera para intimidar o presionar a alguien.

**Intimidación indirecta:** lograr que alguien le haga algo malicioso o dañino a otra persona en su nombre.

**Intimidación sexualizada:** toda conducta indeseada o degradante sobre el sexo, la conducta sexual o la orientación sexual. *Aún si la persona me gusta debo ser respetuoso en todo momento. La intimidación sexualizada puede ser considerada como un acoso sexual, un incidente basado en el prejuicio o un delito motivado por el odio y puede requerir que se lo investigue en mayor medida.*

**Intimidación racial/étnica/religiosa:** hacer que una persona sea el blanco de algo debido a su raza, grupo étnico, cultura o religión. *Este tipo de intimidación puede considerarse como acoso sexual, un incidente basado en el prejuicio o un delito motivado por el odio y puede requerir que se lo investigue en mayor medida.*

**Intimidación por discapacidad:** hacer que una persona sea el blanco de algo debido a que padece de una discapacidad en el aprendizaje o una afección de la salud.

Yo, \_\_\_\_\_, comprendo que tengo la responsabilidad:

Nombre y apellido del estudiante

- ✓ Respetar y honrar todas las normas escolares
- ✓ Comportarme en una manera respetuosa.
- ✓ Tratar y respetar a los demás en la manera que a mí me gustaría ser tratado.
- ✓ Decirle a la persona que está intimidando "¡Detente!
- ✓ ¡Si estoy intimidando a otros, dejaré de hacerlo ahora mismo! Hay mejores maneras de ser líder y de tener amigos
- ✓ Seré cauteloso. Lo que yo considero una broma se podría interpretar como una intimidación o novatada.
- ✓ Le informaré a un maestro, director o personal de la escuela sobre la intimidación

## Todos tenemos derecho de asistir a una escuela que es segura y en la que las personas son respetuosas.

### Responsabilidad del estudiante:

Me comprometo a no intimidar. Le informaré a un adulto sobre toda intimidación. Comprendo que si intimo a los demás habrán consecuencias y posiblemente se me suspenda, expulse o arreste. **Soy importante. Tengo cosas que aportar. Puedo ser un líder.**

\_\_\_\_\_  
NOMBRE Y APELLIDO DEL ESTUDIANTE

\_\_\_\_\_  
FECHA

### Responsabilidad del padre/tutor:

Me comprometo a alentar a mi hijo a ser respetuoso con los demás en todo momento. Le he enseñado a mi hijo a ser un líder positivo. Le he indicado a mi hijo que debe informarle a un adulto o un miembro del personal de la escuela de confianza sobre cualquier tipo de intimidación. Trabajaré con la escuela para encontrar soluciones pacíficas.

\_\_\_\_\_  
NOMBRE DEL PADRE/TUTOR

\_\_\_\_\_  
FECHA



**THE TITLE IX/BULLYING  
COMPLAINT MANAGERS  
FOR OUR SCHOOL ARE:**

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ROOM #

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ROOM #

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ROOM #

**Report bullying and harassment to any of the  
people listed here or to any school  
administrator.**

**THEY CAN HELP!**

**LOS ADMINISTRADORES DE  
QUEJAS DE  
TITULO IX/INTIMIDACION  
DE NUESTRA ESCUELA SON:**

\_\_\_\_\_ SALÓN #

\_\_\_\_\_ SALÓN #

\_\_\_\_\_ SALÓN #

**Reportar la intimidación y el acoso a cualquiera  
de las personas mencionadas aquí o a los  
administradores de la escuela.**

**ELLOS PUEDEN AYUDARLE**



# The Title IX/Bullying Complaint Managers for our school are:

Manager's Name

Room Number

Manager's Name

Room Number

Manager's Name

Room Number

Report bullying and harassment to any of  
the people listed here or to any school  
administrator.

THEY CAN HELP!



# Los Administradores de Quejas de Título IX/Intimidación de NUESTRA ESCUELA son:

Supervisor de Quejas

Numero de Salón

Supervisor de Quejas

Numero de Salón

Supervisor de Quejas

Numero de Salón

Reportar la intimidación y el acoso a  
cualquiera de las personas mencionadas  
aquí o los administradores de las escuela.

Ellos Pueden Ayudar!