

Downey Unified School District

STUDENTS

BULLYING PREVENTION

AR 2416

(Cross Reference: AR 3136.2)

To ensure bullying does not occur on school campuses, the Downey Unified School District will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment. Incidents of bullying may include, but are not limited to: forms of discrimination, harassment, violence, and/or intimidation.

Teachers should discuss bullying with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Each school will establish a discipline policy to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The discipline policy will include, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or the District's Office of Student Services. The District prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited to, the following:

- All staff, students and their parents will receive a summary of the District's policy prohibiting bullying at the beginning of the school year, as part of the Parent-Student Guide and/or information packet, as part of new student orientation, and as part of the District's notification to parents.

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BULLYING PREVENTION - continued

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- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- School personnel who witness an act of bullying, shall take immediate steps to intervene when safe to do so.
- Employees and/or students witnessing or experiencing bullying are encouraged to report the incident. Such reporting will not reflect on the victim or witnesses in any way.

The procedures for resolving a complaint shall begin with attempting to resolve the issue at the school site level. If a resolution cannot be reached at the school site level, then the complainant should contact the Office of Student Services and/or follow the District's established Uniform Complaint Procedures.

- The District has established Uniform Complaint Procedures that shall address each complaint of discrimination, harassment, intimidation, or bullying. Timelines and guidelines regarding the filing of a complaint, the investigation of alleged acts, and process for appealing the District's decision under the Safe Place to Learn Act are included in the Uniform Complaint Procedures.

Adopted: 6/26/12
Approved: 9/18/12