

PROPOSED/ Policy 0700

ADULT BULLYING

The Board of Education is committed to eliminating bullying. The Board of Education recognizes that, to further the goal of eliminating bullying, it is important for all administrators, teachers, certified staff and non-certified staff members to model positive behavior to one another, students, parents and guardians. Furthermore, the Board of Education recognizes the importance that adult conduct has on the creation of safe and educationally-sound school climates. Therefore, any behavior which would constitute “bullying” under Policy 5131.91 (as the same may be amended by state statute or Board of Education policy) if perpetrated by one student against another student shall be prohibited if perpetrated by any administrator, teacher, certified staff or non-certified staff member against any other administrator, teacher, certified staff or non-certified staff member or against any student, parent or guardian (such conduct is referenced in this Policy 0700 as “Adult Bullying”).

Regulations

- A. Reports of Adult Bullying in any school (which includes school grounds) shall be directed to the principal or designee and reports of Adult Bullying in the central office shall be directed to the superintendent or designee who shall promptly investigate same. The party making such report in good faith shall be protected, to the fullest extent possible, from retaliation by any person on account of such claim being made.
- B. In the event that a student, parent or guardian makes a report of Adult Bullying to a school staff member (such as a social worker or guidance counselor), that staff member shall promptly report same to the building principal.
- C. Allegations of Adult Bullying shall be promptly investigated by the principal, superintendent or such designee (as the case may be) and, in the event that the report is substantiated, the principal, superintendent or such designee (as the case may be) shall recommend such corrective action, training or discipline as appropriate given the circumstances of the particular allegation.
- D. The investigation of Adult Bullying allegations shall take account of the circumstances and context of the alleged behavior. For means of clarification, some examples of conduct which may not be considered violations of this policy include, but are not limited to: (i) respectful coaching and counseling; (ii) conflict between parties that can be resolved through traditional conflict resolution techniques; (iii) a passionate, loud and/or expressive communication style (excluding the use of profane language); (iv)

the exchange of differences of opinions; and (v) justified progressive disciplinary procedures.

- E. Nothing set forth in this Policy or related Regulations shall, in any way, limit the authority of an administrator.
- F. Principals shall report all confirmed instances of Adult Bullying to the superintendent or designee. All confirmed instances of Adult Bullying, whether investigated by the superintendent or principal (or respective designees) shall be reported to the Human Relations Officer who shall prepare cumulative reports of such conduct to the Board of Education on an annual basis, or on such other basis as directed by the superintendent or designee.

NORWALK BOARD OF EDUCATION

Enacted _____, 2013