



Red Lodge School District

Bullying, Harassment, Intimidation, Hazing & Retaliation

The Red Lodge School District is committed to providing a safe, accepting, positive, and productive learning environment for students toward the goal of optimal personal and academic growth and achievement.

Bullying, harassment, intimidation, hazing, and retaliation behaviors will not be tolerated at any grade level. Students, staff, or third parties are strictly prohibited from taking any action that could be interpreted as bullying, harassment, intimidation, hazing, or retaliation for reporting such action.

Definitions

Bullying, harassment, and intimidation, includes, but are not limited to the following:

- Any threatening, insulting, or demeaning gesture, or physical conduct, including any intentional written, verbal, or electronic communication
- Causes a student physical and/or mental harm
- Damages a student's property or places a student in reasonable fear of harm to the student or the student's property
- Sufficiently severe, pervasive or persistent as to interfere with or limit a student's ability to participate in or benefit from access to educational opportunity and/or substantially disrupts the orderly operation of the school.

Electronic communication

- Includes any communication by any electronic device or other means, including by not limited to text messages, sexting, email, or use of social media

Hazing

- An act against a student or coercing a student into a behavior that creates risk of harm to his or her person in order for the student to be initiated into, or be affiliated with a student activity, team, club or organization, or for any other purpose.

Definitions Continued

Retaliation

- An act or communication intended as retribution against a person who has reported an incidence of bullying.
- To improperly influence the reporting, investigation, or discipline that results from an incident of bullying.
- Includes, but not limited to, any form of intimidation, reprisal, coercion, discrimination, harassment, or negative social contract toward a complainant, or any complainant or witnesses' relatives, friends or associates.

Sexting

- Sending sexually explicit messages or photographs, primarily between mobile phones, such as sending a text message or via social media

For more information on bullying, harassment, intimidation, hazing, and retaliation please view the following link:

<http://opi.mt.gov/Programs/TitlePrgms/SafeSchols/bully.html>

Be Kind and Say No to Bullying

Prohibitions

No school student or staff member will engage in the following:

- Bullying, harassment, intimidation, hazing, or retaliation of a student or staff member
- Retaliation against a student or staff member for reporting an incident of bullying, harassment, intimidation, or hazing, or for participating as a witness in the investigation of such incident; or coercion of another person to commit bullying, harassment, intimidation, or hazing.

Bullying, harassment, intimidation, hazing, and retaliation is strictly prohibited:

- In a classroom or any other location on school premises, including without limitation, property used by the school for the purposes but not owned by the school.
- During any school sponsored or related program, activity, or function where the school is responsible for the student, including on a school bus, or other school-related vehicle.
- Through the use of electronic communication regardless of when or where it occurs, that substantially disrupts the orderly operation of the school or any school sponsored or related program, activity, or function where the school is responsible for the student.

No Bullying Zone!

Reporting

Students who feel they have been subjected to bullying, harassment, intimidation, hazing, or retaliation, or other students, parents, staff, community members believe they have witnessed or know of such treatment of a student may report the incident either in writing (via incident reporting form) or verbally to a school official. Failure to use the district reporting form will not cause the complaint to be dismissed so long as the written report provides sufficient detail for action by the school.

Any staff member who becomes aware of bullying, harassment, intimidation, hazing, or retaliation should attempt to resolve the matter immediately. When a staff member is made aware of unresolved incidents they shall fill out, or assist the student in filling the district reporting form and submit it to the school counselor or building principal within 48 hours of the incident.

Anonymous reports containing adequate detail to investigate will be investigated.

Incident reporting forms are available on the school district website, building offices, and classrooms.

Decisions made by the district may be appealed through district policy procedure form 4310F.

Red Lodge School District Website

<http://redlodge.schoolwires.com>

**Mountain View Elementary
446-1804**

**Roosevelt Middle School
446-2110**

**Red Lodge High School
446-1903**

Interventions/Consequences

If a student or staff member is found to have committed one of the aforementioned prohibited behaviors, interventions or consequences follow, up to and including expulsion or termination from employment. Such action is meant not only to discipline the offending student or staff member, but also protect the targeted student(s) from future aggression or retaliation. Interventions or consequences may be interpreted after reporting, investigation, and determination that a prohibited act has been committed.

Depending on the age of the student(s) involved and severity of the infraction, disciplinary and remedial actions for students may include, but is not limited to one or more of the following:

- Parent Notification
- Loss of Privileges
- Apology Letter
- Parent Conference
- Loss of Recess
- Reassignment of Seats
- Reassignment of Classes
- Escort of the Perpetrator
- Referral to, or appointment with school counselor or other professionals
- Payment for damage property
- Detention
- Suspension
 - In-School
 - Out-of-School
- Referral to Law Enforcement
- Expulsion

Any student disciplined will be afforded due process in accordance with district policies.

Depending on the severity of the offense, disciplinary and remedial actions for school staff are subject to and commensurate with Board Policy 5255 and the collective bargaining agreement.