

Eula Independent School District Bullying/Harassment/Hazing Rules & Consequences

Eula ISD prohibits any form of Bullying, Harassment, and/or Hazing on school property, in a school vehicle, or at a school-sponsored event. Students who have bullied, harassed, or hazed others are in violation of school policy and may be subjected to disciplinary action, up to and including suspension, DAEP, and expulsion.

[Also see **Bullying; Dating Violence, Discrimination, Harassment, and Retaliation;** and **Hazing** in the Student Code of Conduct handbook.]

What is Bullying?

Bullying is a behavior by a student or group of students that is:

- **Written** or **Verbal** expression
- Expression through **Electronic** means
- Or **Physical** conduct

This behavior occurred:

- On **school** property
- At a **school sponsored** or school related activity
- Or in a **vehicle** operated by the **district**

The behavior either/or:

- Has the effect of or will have the effect of **Physically harming a student;**
- **Damages** a student's **property;**
- Places the student in **reasonable fear** of harm to the student's person or of damage to the student property;
- **OR** the conduct is **sufficiently severe, persistent and pervasive** that it creates an **educational environment** that is:
 - Intimidating
 - Threatening
 - OR Abusive

This Behavior:

- **Exploits** an **Imbalance of power** between the student perpetrator and the student victim
- **Interferes** with the student's education or substantially disrupts the operation of a school

NOTE: Not all forms of aggression are considered bullying. For example, it is not bullying when:

- Two friends get into a fight,
- Someone calls another student a name one time,
- OR two students of equal power lose control of their anger and get into a fight.

For bullying to exist, there must be an imbalance of power (either physically, or in lack of social skills to defend oneself, or in regard to perceived status), and in most cases (i.e. as in a Level 1

bullying incident) must occur “repeatedly and over time.” Although if severe enough (i.e. as in a Level 2 or 3 bullying incident) a onetime event can be considered bullying.

What is Harassment?

Harassment is conduct so severe, persistent, or pervasive that it affects:

- A student’s ability to participate in or benefit from an educational program or activity, and/or
- Creates an intimidating, threatening, hostile, or offensive educational environment

Harassment uses language, conduct, or symbols in such a manner as to be commonly understood to convey:

- Hatred, contempt, or prejudice
- Threatens to cause bodily harm to another student
- Sexually intimidating actions toward another individual
- OR have the effect of insulting or stigmatizing an individual

Harassment includes but is not limited to, bullying on the basis of race, color, national origin, religion, disability, or any other basis prohibited by law (such as dating violence and sexual harassment). All matters of harassment issues will be reviewed for possible referral to law enforcement officials.

What is Hazing?

Hazing means any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, that:

- Endangers, or has the potential to endanger, the mental or physical health or safety of a student
- Conducted for the purpose of pledging, initiation into, affiliation with, holding office in, or maintaining membership of a group, a team, or an organization

All matters involving hazing issues will be reviewed for possible referral to law enforcement officials.

Steps to Reporting Suspected Bullying & Harassment

1. Fill out & submit Incident Report Form.
2. Administrator contacts parents of bully(ies) and victim(s) within 3 days of the reported incident.
3. “Stay Away” agreement is signed by the student(s).
4. Administrator investigates and fills out Administrator Protocol.
5. Administrator meets with parents of bully and victim to report findings within 10 days. Parents sign notice.

Consequences for Violation of School Bullying/Harassment/Hazing Rules

Level 1 – Behaviors which interfere with the learning of others and violate a student’s right to feel safe, to have their possessions safe, and to be included. Examples: Teasing, excluding others, generally disturbing another student.

Consequences:

- **Minimum** – Verbal reprimand and warning of future consequences
- **NOTE:** The second level 1 offense will result in a level 2 consequence. All future level 1 violations will result in level 2, or above, consequences.

Level 2 – Behaviors which are not intended to cause physical harm and are not illegal, but DO negatively affect an orderly school environment. Any persistent and pervasive conduct that creates an environment that is intimidating, threatening, or abusive.

EXAMPLES: Any 2nd (or more) referral for a level 1 offense, OR a level 2 offense such as encouraging someone else to bully someone in any way, aggressive actions, destruction of property, continual gossip/rumors, undermining relationships, or taking possessions (if this involves breaking the law it goes to a level 3 offense).

Consequences:

- **Minimum** – Detention, and/or removal from some privilege, & contact parent
- **Optional** – Other possible consequences include payment of damages to property, sign agreement to “stay away” from the other person, letter of apology, write a paper on topic related to the topic, isolated lunch, restrict extracurricular activities, ISS, OSS, refer to law enforcement officials (minimum referral for issues of harassment related to gender identity, race, national origin, religion, or disability).

Level 3 – Behaviors which are intended to cause physical or mental harm and/or are illegal.

Automatic with 3rd referral for a bullying offense

EXAMPLES: Fighting, or assault of any kind, harassment, destruction of property, intimidation, or extortion threats, blatant disregard for others, retaliation, or encouraging others to retaliate against someone.

Consequences:

- **Minimum** – ISS, OSS, DAEP, refer to law enforcement officials

I have read and understand the school rules and consequences relating to bullying/harassment/hazing.

Student name: (Print) _____ **Date** _____
(Signed) _____ **Date** _____

Parent _____ **Date** _____