



District Advisory Council (DAC) 2021-2022
 Thursday, May 12, 2022
 6:00 – 8:00 p.m.
 Howell Center, 3955 W. Pensacola Street

	What	Who	Outcome
1.	Welcome and Introductions	Dr. Michelle Gayle, Assistant Superintendent	
2.	Welcome from Superintendent Rocky Hanna	Superintendent Rocky Hanna	
3.	Welcome from School Board Chair Darryl Jones	Darryl Jones, Leon County School Board	
4.	Approval of Agenda	Vernestine McLeod 2021-22 Chairperson	Vote
5.	Approval of Minutes April 7, 2022	Vernestine McLeod	Vote
6.	LCS Student District Advisory Council Updates	Peyton Gallant, LHS Srinitha Srikanth, LCHS	Information
7.	Nomination Committee Update Vote for 2022-2023 DAC leadership	Jacquelyn Steel, Chair of Nomination Committee	Information Vote
8.	Internet Safety	Kathleen Maloy, TIS	Information
9.	LCS Policy Reviews <ul style="list-style-type: none"> • Policy 5517.01 – Bullying and Harassment • Policy 5516- Student Hazing 	Tonja Fitzgerald	Information Vote
10.	City of Tallahassee Updates	Wayne Tedder Asst. City Manager	Information
11.	SAC Questions	Vernestine McLeod	Information
12.	Wrap up on Issue	Vernestine McLeod	Information
13.	Adjourn	Vernestine McLeod	

**** Please note that one or more board members may attend this meeting.**



District Advisory Council

Thursday, April 7, 2022

In Person Meeting 6:00 p.m. – 8:00 p.m.

- I. **Schools/Members Attending:** Brenda Wirick (ACE/LCVS), Susan Walden (Academic Services), Ann Ray (Astoria Park), Brenetta Lawrence (Bond), Linda Edson (Buck Lake/Lincoln), Mia Holmes (Chaires), Kelly O'Rourke (Chiles), Mandy Meyer (Cobb), Steve Mills (Deer Lake), Brooke Brunner (Early Childhood), Jenny Taylor (ESE), Cheryl Collier-Brown (Fairview/Griffin), Dieone Smith (Gilchrist), Patrick Wright (Griffin), Josette Capuano (Heritage Trails), Angela Roeder (Killearn Lakes), Valencia Jenkins (LCSB: Joy Bowen/Godby), Louis Dilbert (LCSB: Joy Bowen), Jennifer Heckman (Leon), Scott Mazur (LCTA), Lillie S. Thomas (Chiles), Keith Berry (Montford), Andreka Rittman-Baker (Nims), Angel McMillian (Oak Ridge), Doris King (PACE), Jennifer Hirst (Pineview), Andrew Thomas (Rickards), Jacquelyn Steele (Roberts), Scott Whittle (SAIL), Stacey Turknnett (SAIL), Srinitha Srikanth (Chiles/SDAC), Peyton Gallant (Leon/SDAC), Shayla Cole (Sealey), Nena Parnell (Sealey), Vernestine McLeod (Springwood), Caressa Richardson (Springwood), Dr. Genae Crump (Success Academy), Joe Burgess (Superintendent appointee), Michele Keltner (Superintendent appointee), and April Knight (Title I), Wayne Rabinas (Chiles)
- II. **School Board Members/District Administration/District Staff:** Jimmy Williams (Safety and Security)
- III. **Excused:** Nikki Nicholas (Canopy Oaks/Griffin), LaShawnda Swanigan (Conley), Damaris Barrios (DeSoto Trail), Nathaniel Wienert (DeSoto Trail), Jane Floyd (Everhart), Jamie Holloman (Ft. Braden), Desmond Cole (Godby), Johnitta Wells (Rickards), Dr. Demerius Coley (Riley), Jason Graham (Roberts), Julie Lawso (Sullivan), Regina Browning (Superintendent appointee), Lauren Pierce (Swift Creek), Selika Sampson (Swift Creek)
- IV. **Special Guests:** Cecka Rose Green (Executive Director Children's Services Council) and Jessica Janasiewicz (Governmental Consultant)
- V. **Approval of Agenda:** Motion made by Keith Berry and seconded by Cheryl Collier Brown. Passed
- VI. **Approval of Minutes:** Motion made by Cheryl Collier Brown and seconded by Shayla Cole. Passed
- VII. **SDAC:** Peyton Gallant discussed student school board member Connor McCord meeting with Lincoln GSA for revisions for the LGBTQ guidance committee and looking for inclusivity

with everyone. Working to talk to all GSA members and leaders. This committee is centered solely around inclusivity and not anything specifically due to the political climate. Lincoln just held Battle of the Bands to raise money for heart disease and is currently holding the PB&J drive. Chiles has been planning for prom. Rickards has been planning spirit week and had a blue out day for Autism awareness, voter registration drive, a STEAM fair, and clean up. SAIL just held a blood drive and is holding a voter registration drive. Leon is planning for prom, teacher talent show, just held their Red Ribbon Week, attended a state conference, had Positively Post It, BroBall is coming up, and working on Senior carnival.

- VIII. Children Services Council:** Cecka Rose Green is the executive director and just started in January 2022. They are currently working on a budget and looking for office space. The campaign is "Our Kids First". There are a total of 10 members from the community on the board. The requirements for this council are: council member appointment process, set millage rate and publish budget, and needs assessments. The millage rate will come through property taxes. .375 mills = \$7.35 mill

This summer they will invest 5.4 – 5.8 million into the community. The priorities that the council has are: success in school and life, healthy children, youth, and families, and stable and nurturing families and community. The needs assessment (has to be transparent) consist of: key outcomes and process measures, comprehensive program inventory, gap analysis, informative program inventory, and funding options. Mrs. Green is willing to come to PTO/PTA meetings as well as Open Houses to spread the word.

- IX. Legislative Updates:** Some wins for education are: prevented elimination of district FLVS, secured \$215 increase in base student allocation, prevented changes to Sovereign Immunity caps, secured language extending the time district virtual programs can operate, and virtual charter issues. SB 2524: virtual issues, reading initiatives, school grades, teacher evaluation and compensation, background screening, and family empowerment scholarships. HB 5003: 1 year policies: compression funding and mask mandate punishment (districts had to be in compliance of not having a mandate to avoid punishment). FRS increase in benefit for defined investment and employer will now be 6%. HB 5001: \$214.49 increase in the BSA, \$800 million for Teacher salary allocation (was actually only an increase of \$250 mill), maintain RLE millage rate, and increase in safe schools and reading allocation. SB 1048: replacing the FSA with progress monitoring which will be computer based and there will only be special accommodations for those with specific IEP accommodations. This addresses student and school achievement, performance, grading, retention, and graduation. HB 1557 (parental rights bill) should be review by district legal council. HB 7 this bill includes provisions relating to instruction in K-12 schools and required training for employees. HB 1467 term limits for school board members, curriculum adoption, and library materials. This also signifies that all media specialists must be certified by DOE. HB 1421 has initiatives resulting from the MSD incident that requires law enforcement to be present for all active shooter drills. Other bills that were passed: taking affect in the 23-24 school year students will take financial literacy and victims of communism day. Coming up o ballots are Homestead Exemption for classroom teachers with a \$50,000 credit.

- X. **Policy Review:** Jimmy Williams reviewed 1121, 3121, and 4121 (Admin, Inst. Staff, and support staff) MSD commission and language changes. 8141 mandatory reporters are all employees of a school and all that know must report even if already reported. 1121 motion by Cheryl Collier Brown and seconded by Jacquelyn Steele (passed). 3121 motion by Cheryl Collier Brown and seconded by Shayla Cole (passed). 4121 motion by Cheryl Collier Brown and seconded by Keith Berry (passed). 8141 motion by Cheryl Collier Brown and seconded by Shayla Cole and Scott Whittle. (passed)
- XI. **Wrap up:** student address verification, Florida PrePaid information, Holocaust information, Early Childhood Developmental Screening information, and TLH Soul of the Southside.
- XII. **Adjourn:** 7:31 p.m. motion by Vernestine McLeod and seconded by Cheryl Collier Brown.



Book	Policy Manual
Section	5000 Students
Title	BULLYING AND HARASSMENT
Code	po5517.01
Status	
Legal	F.S. 110.1221 F.S. 784.048 F.S. 1002.20 F.S. 1006.13 F.S. 1006.147 Florida Department of Education Revised Model Policy (April 2016) No Child Left Behind (NCLB), Title IX, Part E, Subpart 2, Section 9532
Adopted	September 4, 2012
Last Revised	September 26, 2017

5517.01 - BULLYING AND HARASSMENT

The School Board is committed to providing an educational setting and workplace that is safe, secure, and free from bullying and harassment of any kind for all students, employees, and volunteers. The Board will not tolerate bullying and harassment of any type. Conduct that constitutes bullying and harassment, as defined herein, is prohibited:

- A. during any education program or activity conducted by the District;
- B. during any school-related or school-sponsored program or activity or on a District school bus, or at a District school bus stop; ~~or~~
- C. through the use of data or computer software that is accessed through a computer, computer system, or computer network within the scope of the District; or
- D. through the use of data or computer software that is accessed at a nonschool-related location, activity, function, or program or through the use of technology or an electronic device that is not owned, leased, or used by the District or school, if the bullying substantially interferes with or limits the victim's ability to participate in or benefit from the services, activities, or opportunities offered by the District or school or substantially disrupts the education process or orderly operation of a school. This paragraph does not require a school to staff or monitor any nonschool-related activity, function, or program.

This policy has been developed and reviewed in consultation with District students, parents, teachers, administrators, school staff, school volunteers, community representatives, and local law enforcement agencies as prescribed in F.S. 1006.147 and in substantial conformity with the Florida Department of Education (FLDOE) revised Model Policy (~~April 2016~~ July 2013).

Pursuant to State law, District students, parents, teachers, administrators, school staff, school volunteers, community representatives, and local law enforcement agencies shall be involved in the review of this policy every three years. ~~After the revised policy has been adopted, it shall be submitted to the Florida Department of Education not later than September 30, 2016.~~

~~This review process shall be conducted not less than every three (3) years thereafter.~~

The Superintendent shall develop a comprehensive plan intended to prevent bullying and harassment and to cultivate the school climate so as to appropriately identify, report, investigate, and respond to situations of bullying and harassment as they may occur on school grounds, at school-sponsored events, and through school computer networks. Implementation of the plan by each principal will be ongoing throughout the school year and will be integrated with the school curriculum, the bullying and prevention program, District disciplinary policies, and violence prevention efforts.

Definitions

"Bullying" includes "cyberbullying" and means systematically and chronically inflicting physical hurt or psychological distress on one (1) or more students or employees. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. physical violence;
- G. theft;
- H. sexual, religious, or racial harassment;
- I. public or private humiliation; or
- J. destruction of property; and
- K. social exclusion.

"Cyberbullying" means bullying through the use of technology or any electronic communication, which includes, but is not limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including, but not limited to, electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying includes the creation of a web page or weblog in which the creator assumes the identity of another person, or the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying. Cyberbullying also includes the distribution by electronic means of a communication to more than one (1) person or the posting of material on an electronic medium that may be accessed by one (1) or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.

"Cyberstalking" means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

"Harassment" means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student or school employee that:

- A. places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits; or
- C. has the effect of substantially disrupting the orderly operation of a school.

"Bullying" and **"harassment"** also encompass:

- A. Retaliation against a student or school employee by another student or school employee for asserting or alleging an act of bullying or harassment. Reporting an act of bullying or harassment that is not made in good faith is considered retaliation.
- B. Perpetuation of conduct listed in the definition of bullying and/or harassment by an individual or group with intent to demean, dehumanize, embarrass, or cause emotional or physical harm to a student or school employee by:
 - 1. incitement or coercion;

2. accessing or knowingly and willingly causing or providing access to data or computer software through a computer, computer system, or computer network within the scope of the District school system; or
3. acting in a manner that has an effect substantially similar to the effect of bullying or harassment.

"Harassment" also means electronically transmitted acts (i.e., internet, e-mail, cellular telephone, personal digital assistance (PDA), or wireless hand-held device) that a student(s) or a group of students exhibits toward another particular student(s) and the behavior both causes mental ~~or~~ **and** physical harm to the other student ~~or~~ **and** is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s).

Sexual Cyberharassment

Pursuant to Florida law, "sexual cyberharassment" means to publish a sexually explicit image of a person that contains or conveys the personal identification information of the depicted person to an Internet website without the depicted person's consent, for no legitimate purpose, with the intent of causing substantial emotional distress to the depicted person. Sexual cyberharassment may be a form of sexual harassment.

"Within the scope of the District" means regardless of ownership, any computer, computer system, or computer network that is physically located on school property or at a school-related or school-sponsored program or activity.

Expected Behavior

The District expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities, and the care of school facilities and equipment.

Such behavior is essential in maintaining an environment that provides each student the opportunity to obtain a high-quality education in a uniform, safe, secure, efficient, and high quality system of education.

The standards for student behavior shall be set cooperatively through interaction among students, parents/guardians, staff and community member, producing an atmosphere that encourages students to grow in self-discipline. The development of such an atmosphere requires respect for self and others, as well as for District and community property on the part of students, staff, and community members. School administrators, faculty, staff, and volunteers serve as role models for students and are expected to demonstrate appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying.

Students are expected to conform to reasonable standards of socially acceptable behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority.

The District shall provide for appropriate recognition and positive reinforcement for good conduct, self-discipline, good citizenship, and academic success.

Consequences

Consequences and appropriate remedial action for students who commit acts of bullying or harassment or found to have wrongfully and intentionally accused another as a means of bullying or harassment may range from positive behavioral interventions up to and including suspension or expulsion, as outlined in the Student Code of Conduct.

Consequences and appropriate remedial action for a school employee found to have committed an act of bullying or harassment or found to have wrongfully and intentionally accused another as a means of bullying or harassment shall include discipline in accordance with District policies, administrative procedures, and the collective bargaining agreement. Egregious acts of harassment by certified educators may result in a sanction against an educator's State-issued certificate. (See the Principles of Professional Conduct of the Education Profession in Florida - F.A.C. **6A-10.0816B-1006**)

Consequences and appropriate remedial action for a visitor or volunteer found to have committed an act of bullying or harassment or found to have wrongfully and intentionally accused another as a means of bullying or harassment shall be determined by the school administrator after consideration of the nature and circumstances of the act, including reports to appropriate law enforcement officials.

Procedure for Reporting

The Board designates the principal as the person responsible for receiving all alleged acts of bullying. Any student or student's parent/guardian who believes s/he has been or is the victim of bullying or harassment should immediately report the situation to the school principal. Complaints against the principal should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board Chair.

All school employees are required to report alleged violations of this policy and alleged acts of bullying and harassment to the principal or as described above. All other members of the school community, including students, parents, volunteers, and

visitors, are encouraged to report any act that may be a violation of this policy to the principal or as described above. The alleged violations and acts must be reported by school employees to the principal within twenty-four (24) hours.

Written and oral reports shall be considered official reports. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.

The principal shall establish and prominently publicize to students, staff, volunteers, and parents the procedure for reporting bullying and how such a report will be acted upon. A victim of bullying and/or harassment, anyone who witnessed the act, and anyone who has credible information that an act of bullying and/or harassment has taken place may file a report.

If, during an investigation of reported act of bullying and/or harassment, the principal or his/her designee believes that the reported misconduct may have created a hostile learning environment and may have constituted unlawful discriminatory harassment based on ~~of race, ethnicity, national origin, gender, disability, religion, or marital status, race, color, national origin, sex (including sexual orientation, transgender status, or gender identity), race, color, national origin, religion, or disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information which are classes protected by State and/or Federal law (collectively, "protected classes")~~, the principal or his/her designee will report the act of bullying and/or harassment to ~~one of the Superintendent Compliance Officers~~ who shall investigate the allegation in accordance with Policy 5517 – Anti-Harassment.

Procedure for Investigation

The investigation of a reported act of bullying or harassment is deemed to be a school-related activity and begins with a report of such an act. All complaints about bullying and/or harassment that may violate this policy shall be promptly investigated by an individual, designated by the principal, who is trained in investigative procedures. Documented interviews of the victim, alleged perpetrator, and witnesses shall be conducted privately and shall be confidential. The investigator may not be the accused perpetrator or victim. At no time shall the accused perpetrator and victim be interviewed together. The investigator shall collect and evaluate the facts including, but not limited to, the following:

- A. a description of the incident, the nature of the behavior, and the context in which the incident occurred;
- B. how often the conduct occurred;
- C. whether there were past incidents or past continuing patterns of behavior;
- D. the relationship between the parties involved (grade, age, etc.);
- E. the characteristics of the parties involved;
- F. the identity of the alleged perpetrator, including whether the individual was in a position of power over the individual allegedly subjected to bullying or harassment;
- G. the number of alleged bullies/harassers;
- H. the age of the alleged bully/harasser;
- I. where the bullying and/or harassment occurred;
- J. whether there have been other incidents in the school involving the same or other students;
- K. whether the conduct adversely affected the student's education or educational environment;
- L. the date, time, and method in which the parent(s) of all parties involved were contacted.

In accordance with State law, District staff may monitor as part of any bullying or harassment investigation any nonschool-related activity, function, or program.

If, during an investigation of reported acts of bullying and/or harassment, the principal or his/her designee believes that the reported misconduct may have created a hostile learning environment and may have constituted unlawful discriminatory harassment based on sex, race, color, national origin, religion, or disability, the principal or his/her designee will report the act of bullying and/or harassment to one (1) of the Compliance Officers so that it may be investigated in accordance with the procedures set forth in Policy 5517 - Anti- Harassment.

Upon the completion of the investigation, ~~to determine whether or not a particular action or incident constitutes a violation of~~ the designated individual ~~who has conducted the investigation~~ shall prepare a written determination to the principal to include: make a determination based on all the facts and surrounding circumstances and shall include:

A. a description of the incident, the nature of the behavior, and the context in which the incident occurred;

B. how often the conduct occurred;

C. whether there were past incidents or past continuing patterns of behavior;

D. the relationship between the parties involved (grade, age, etc.);

E. the characteristics of the parties involved;

F. the identity of the alleged perpetrator, including whether the individual was in a position of power over the individual allegedly subjected to bullying or harassment;

G. the number of alleged bullies/harassers;

H. the age of the alleged bully/harasser;

I. where the bullying and/or harassment occurred;

J. whether there have been other incidents in the school involving the same or other students;

K. whether the conduct adversely affected the student's education or educational environment;

L. the date, time, and method in which the parent(s) of all parties involved were contacted;

M. a recommendation of remedial steps necessary to stop the bullying and/or harassing behavior.

~~A. a written report to the principal.~~

A maximum of ~~fifteen ten~~ (15 ~~10~~) days should be the limit for completion of the investigative procedural steps and submission of the incident report. While ~~fifteen ten~~ (15 ~~10~~) days is the expectation for completion of the investigative procedural steps, more time may be needed based on the nature of the investigation and the circumstances affecting that investigation. The investigator shall document in his/her report the reasons for needing additional time beyond ~~fifteen ten~~ (15 ~~10~~) days. The highest level of confidentiality possible shall be provided regarding the submission of a complaint or a report of bullying and/or harassment and for the investigative procedures that are employed.

The physical location or time of access of a computer-related incident cannot be raised as a defense in any disciplinary action initiated pursuant to this policy.

Scope

The investigator will provide a report on the results of the investigation with recommendations for the principal to make a determination if an act of bullying or harassment falls within the scope of District authority. Computers without web-filtering software or computers with web-filtering software that is disabled shall be used when complaints of cyberbullying are investigated. If the action is within the scope of the District, District procedures for investigating bullying and/or harassment shall be followed. If the action is outside the scope of the District, and believed to be a criminal act, the action shall be referred to the appropriate law enforcement agency. If the action is outside the scope of the District and believed not a criminal act, the principal shall inform parents/guardians of all minor parties.

Parent Notification

The principal shall report the occurrence of an incident of bullying as defined by District policy to the parent/guardian of all students known to be involved in the incident on the same day an investigation of the incident has been initiated. Notification shall be by telephone, email, ~~or~~ by personal conference, or and in writing by first-class mail and shall be consistent with the student privacy rights under applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). The notice shall advise the individuals involved of their respective due process rights including the right to appeal any resulting determination or action to the State Board of Education.

If the bullying incident results in the perpetrator being charged with a crime, the principal shall inform by email, first class mail, or by telephone the parent/guardian of the identified victim(s) involved in the bullying incident about the Unsafe Schools Choice Option (No Child Left Behind (NCLB), Title IX, Part E, Subpart 2, Section 9532) that states, in pertinent part, as follows:

"...a student attending a persistently dangerous public elementary school or secondary school, as determined by the State in consultation with a representative sample of local educational agencies, or who becomes a victim of a violent criminal offense, as determined by State law, while in or on the grounds of a public elementary school or secondary school that the student attends, be allowed to attend a safe public elementary school or secondary school within the local educational agency, including a public charter school."

Upon the completion of the investigation and if criminal charges are to be pursued against the perpetrator, the appropriate law enforcement agencies shall be notified by telephone and/or in writing.

Counseling Referral

The District shall provide a referral procedure for intervening when bullying or harassment is suspected or when a bullying incident is reported. The procedure will include:

A. a process by which the teacher or parent may request informal consultation with school staff (e.g., school counselor, school psychologist, school social worker, etc.) to determine the severity of concern and appropriate steps to address the concern;

B. a referral process to provide professional assistance or services;

It may include a process by which school personnel or parent/guardian may refer a student to the school intervention team (or equivalent school-based team with a problem-solving focus) for consideration of appropriate services (parent/guardian involvement required) or, if a formal discipline report or formal complaint is issued, a student referral for such school intervention as counseling support or other action (parent/guardian involvement required); or if a formal discipline report or formal complaint is made, the principal must refer the student(s) to the school intervention team for determination of counseling support and interventions (parent/guardian involvement required).

C. a school-based action to address intervention and assistance as determined appropriate by the intervention team that includes:

1. counseling and support to address the needs of the victim(s) of bullying or harassment;
2. interventions to address the behavior of students who bully and harass others (e.g., empathy training, anger management, etc.);
3. interventions which includes assistance and support for parents, as may be deemed necessary or appropriate.

Data Report

The District will utilize Florida's School Environmental Safety Incident Reporting (SESIR) Statewide Report on School Safety and Discipline Data as prescribed. If a bullying (including cyberbullying) and/or harassment incident occurs it will be reported in SESIR, coded appropriately using the relevant incident code and the related element code. Discipline and referral data will be recorded in Student Discipline/Referral Action Report and Automated Student Information System. In a separate section, the District shall include each alleged incident of bullying or harassment that does not meet the criteria of a prohibited act under this policy with recommendations regarding such incidents.

The SESIR definition of bullying/harassment is "unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment, cause discomfort or humiliation, or unreasonably interferes with the individual's school performance or participation.

If a bullying and/or harassment incident occurs then it will be reported in SESIR with the bullying/harassment code. If the bullying/harassment results in any of the following SESIR incidents, the incident will be coded appropriately using the relevant incident code AND the related element code entitled bullying-related code. Those incidents are:

- A. arson
- B. battery
- C. breaking and entering
- D. disruption on campus
- E. major fighting
- F. homicide
- G. kidnapping
- H. larceny/theft
- I. robbery
- J. sexual battery
- K. sexual harassment
- L. sexual offenses
- M. threat/intimidation

- N. vandalism
- O. weapons possession
- P. other incidents that do not fit within the other definitions

Discipline and referral data will be recorded in the Student Discipline/Referral Action Report and Automated Student Information System.

The District will provide bullying incident, discipline, and referral data to the Florida Department of Education (FLDOE) in the format requested, through Surveys 2, 3 and 5 from Education Information and Accountability Services, and at designated dates provided by the Department. Data reporting on bullying, harassment, unsubstantiated bullying, unsubstantiated harassment, sexual harassment, and threat/intimidation incidents as well as any bullying-related incidents that have as a basis sex, race, or disability should include the incident basis. Victims of these offenses should also have the incident basis (sex, race, or disability) noted in their student record.

Training and Instruction

Students, parents, teachers, school administrators, counseling staff, and school volunteers shall be provided training and instruction, at least annually, on the District's policy and administrative procedures regarding bullying and harassment. The instruction shall include evidence-based methods of preventing bullying and harassment, as well as information about how to effectively identify and respond to bullying in schools. Instruction regarding bullying, harassment, and the District's violence prevention and school safety efforts shall be integrated into District curriculum at the appropriate grade levels. The training and instruction shall include recognizing behaviors that lead to bullying and harassment and taking appropriate preventative action based on those observations. The programs of training and instruction authorized by the District shall include, but not be limited to,:

A. stopbullying.gov - Prevention at School

1. Misdirections in Bullying Prevention and Intervention (pdf)
2. Stop It on the Spot
3. Involvement of Law Enforcement Officers in Bullying Prevention (pdf)

B. U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention's model programs guide

- C. The Safe and Supportive Schools Technical Assistance Center (SSSTA)
- D. Bullying Programs - OJJDP Model Programs Guide

E. Caretovideo.org

F. Florida Positive Behavioral Interventions and Supports (PBIS) project

Victim's Parent Reporting

The principal shall report the occurrence of an incident of bullying as defined herein to the parent/guardian of students known to be involved in the incident on the same day an investigation of the incident has been initiated. Notification shall be by telephone and in writing by first-class mail and shall be consistent with the student privacy rights under applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). According to the level of infraction, the victim's parents will be notified by telephone and/or in writing of actions being taken to protect the child; the frequency of notification will depend on the seriousness of the bullying or harassment incident.

~~The programs of training and instruction authorized by the District shall include, but not be limited to:~~

- A. ~~creating a safe and respectful environment in the nation's classrooms~~
- B. ~~creating a safe and respectful environment on the nation's school buses~~
- C. ~~stopbullying.gov—Prevention at School~~
 1. ~~Misdirections in Bullying Prevention and Intervention (pdf)~~
 2. ~~Stop It on the Spot~~
 3. ~~Involvement of Law Enforcement Officers in Bullying Prevention (pdf)~~
- D. ~~U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention's model programs guide~~

- E. ~~The Safe and Supportive Schools Technical Assistance Center (SSSTA)~~
- F. ~~The ABCs of Bullying: Addressing, Blocking, and Curbing School Aggression (curriculum)~~
- G. ~~National Registry of Evidence-based Programs and Practices: Anti-bullying curriculum for K-12 students (enter "bullying" as the keyword)~~
- H. **Bullying Programs—OJJDP Model Programs Guide**

Policy Publication

At the beginning of each school year, the Superintendent shall, in writing, inform school staff, parents/guardians/other persons responsible for the welfare of a student of the District's student safety and violence prevention policy.

The District shall provide notice to students and staff of this policy in the Code of Student Conduct, employee handbooks, and via the District's official website. The Superintendent will also provide such notification to all District contractors.

Each principal shall implement a process for discussing, at least annually, the District policy on bullying and harassment with students in a student assembly or other reasonable format. Reminders of the policy and bullying prevention messages will be displayed, as appropriate, at each school and at District facilities.

Immunity

A school employee, school volunteer, students, parent/guardian, or other persons who promptly reports in good faith an act of bullying or harassment to the appropriate school official and who makes this report in compliance with the procedures set forth in District policy is immune from a cause of action for damages arising out of the reporting itself or any failure to remedy the reported incident.

Submission of a good-faith complaint or report of bullying or harassment will not affect the complainant or reporter's future employment, grades, learning or working environment, or work assignments. Such immunity from liability shall not apply to any school employee, school volunteer, student, parent/guardian, or other person determined to have made an intentionally false report about harassment, intimidation, and/or bullying.

Privacy/Confidentiality

The School District will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations. All records generated under this policy and its related administrative procedures shall be maintained as confidential to the extent permitted by law.

Nothing in this policy shall be construed to abridge the rights of students or school employees that are protected by the First Amendment to the Constitution of the United States.

Retaliation/False Charges

Retaliation against any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry under this policy is prohibited. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions. Suspected retaliation should be reported in the same manner as aggressive behavior and/or bullying.

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5516 - STUDENT HAZING

Hazing activities of any type ~~as a condition for membership and/or participation in a District club or activity or a non-district sponsored club or activity, or for acceptance by any group of students~~ are inconsistent with and disruptive to the educational process, and ~~are~~ prohibited. ~~at any time in school facilities, on school property, and/or off school property if the misconduct is connected to activities or incidents that have occurred on school property.~~ No administrator, faculty member, or other School Board employee shall encourage, permit, authorize, condone, or tolerate any hazing activities. No student shall plan, encourage, or engage in any hazing. No volunteer of the School District shall plan, direct, encourage, aid, condone, or engage in hazing.

Hazing is defined as any action or situation that endangers the mental or physical health or safety of a student at a school for purposes including, but not limited to:

- A. initiation into any organization operating under the sanction of a District school;
- B. admission into any organization operating under the sanction of a District school;
- C. affiliation with any organization operating under the sanction of a District school; or
- D. the perpetuation or furtherance of a tradition or ritual of any organization operating under the sanction of a District school ~~performing any act or coercing another, including the victim, to perform any act that causes or creates a substantial risk of causing mental or physical harm.~~

Pursuant to Florida Statute 1006.135, "hazing" means any action or situation that endangers the mental or physical health or safety of a student at a school with any of grades 6 through 12 for purposes including, but not limited to, initiation or admission into or affiliated with any organization operating under the sanction of a school with any of grades 6 through 12. "Hazing" includes, but is not limited to:

A. Pressuring, coercing, or forcing a student into:

- 1. Violating state or federal law;
- 2. Consuming any food, liquor, drug, or other substance; or
- 3. Participating in physical activity that could adversely affect the health or safety of the student.

B. Any brutality of a physical nature, such as whipping, beating, branding, or exposure to the elements.

~~"Hazing" includes, but is not limited to, pressuring, or coercing, or forcing a the student into violating State or Federal law, any brutality of a physical nature, such as whipping, beating, branding, or exposure to the elements, or forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student, and also includes any activity that would~~

~~subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student.~~

Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

Administrators, faculty members, and other employees of the Board shall be alert particularly to possible situations, circumstances, or events that might include hazing. ~~Administrators, staff members, and volunteers shall not intentionally remain ignorant of hazing or potential hazing activities.~~ If hazing or planned hazing is discovered, the students involved shall be informed ~~by the discoverer~~ of the prohibitions contained in this policy and shall be ordered to end all hazing activities or planned activities immediately. All hazing incidents shall be reported immediately to the Superintendent in accordance with procedures set forth herein. Students, administrators, faculty members, and other employees who fail to abide by this policy may be subject to disciplinary action and may be held personally liable for civil and criminal penalties in accordance with law.

This policy applies to hazing behavior that occurs on or off school property and before, during, and after school hours.

A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.

The school principal shall have the authority to suspend or restrict the activity of an organization, members of an organization, or individual for engaging in hazing (see also Policy 2430 District-Sponsored Clubs and Activities).

Procedure for Reporting

The Board designates the principal as the person responsible for receiving all complaints of hazing. Any ~~student or student's parent/guardian~~ ~~person~~ who believes ~~that~~-s/he has been or is the victim of hazing should immediately report the situation to the school principal ~~hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to the Principal or the Superintendent. Complaints against the principal should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board Chair.~~

~~Submission of a good faith report of hazing will not affect a person's future employment, grades, or work assignments.~~

All school employees are required to report alleged violations of this policy and alleged acts of hazing to the principal or as described above. School employees must report the alleged violations and acts to the principal within twenty-four (24) hours.

All other members of the school community, including students, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy to the principal or as described above.

Written and oral reports shall be considered official reports. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.

School District Action

~~The Principal or Superintendent will investigate all complaints of hazing and will discipline or take appropriate action against any student, employee, or volunteer of the School District found to have violated this policy.~~

~~The Principal or Superintendent may take immediate steps, at its discretion, to protect individuals pending completion of the investigation.~~

~~Upon completion of the investigation, the Principal or Superintendent will take appropriate action. Such action may include, but is not limited to warning, suspension, expulsion, exclusion, transfer, remediation, or termination.~~

Retaliation

The Principal or Superintendent will discipline any student, employee, or volunteer of the School District who retaliates against any person who makes a good faith report or who testifies or otherwise assists in an investigation, hearing, or other proceeding relating to such hazing. Retaliation includes, but it is not limited to any form of intimidation, reprisal, or harassment.

~~The Superintendent shall distribute this policy to all students and Board employees, and shall incorporate it into building, staff, and student handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs.~~

~~Administrators, staff members, and volunteers shall not intentionally remain ignorant of hazing or potential hazing activities.~~

Discipline for Hazing

Students found to have engaged in acts of hazing as defined herein shall be subject to disciplinary action in accordance with the Student Code of Conduct.

Reports to Law Enforcement (Grades 9 through 12)

An alleged act of hazing involving any student in grades 9-12 shall be reported to the local law enforcement agency if the alleged act meets the following criteria:

- A. a person who commits an act of hazing upon another person who is a member of or an applicant to any type of student organization, if the person knew or should have known the act would result in serious bodily injury or death of such other person and the act results in the serious bodily injury or death of such other person; or
- B. a person who commits an act of hazing upon another person who is a member of or applicant to any type of student organization, if the person knew or should have known the act would create a potential risk of physical injury or death to such other person and the act creates a potential risk of physical injury or death of such other person.

Referral of Victims and Perpetrators of Hazing to a Certified School Counselor

Individual(s) who are alleged victims or perpetrators of hazing shall be referred to a certified school counselor whose responsibility it will be to address any counseling needs of the victim or perpetrator deemed necessary by the certified school counselor which may include, but is not limited to, counseling and support to address the needs of the victim and perpetrator, interventions to address the behavior of students who perpetrated the hazing, and interventions which include assistance and support for victims of hazing.

District Reporting of Hazing Incidents

Hazing incidents shall be reported in each school's safety and discipline report required under F.S. 1006.09. The report shall include the number of hazing incidents reported, the number of incidents referred to a local law enforcement agency, the number of incidents that result in disciplinary action taken by the school, and the number of incidents that do not result in either referral to a local law enforcement agency or disciplinary action taken by the school.

Notice

The Superintendent shall distribute this policy to all students and Board employees, and shall incorporate it into building, staff, and student handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs.

Effective 9/5/12

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