



## Bay District Schools—Student Services Bullying Information for Parents

### Florida Statutes 1006.147 Jeffrey Johnston Stand Up for All Students Act:

- ◆ **Bullying**—“Systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees that is severe or pervasive enough to create an intimidating, hostile, or offensive environment; or reasonably interfere with the individual’s school performance or participation.”
  - ◆ **Cyberbullying**—Bullying through the use of technology or any electronic communication or the distribution/posting of material that is accessible by more than one person (including but not limited to e-mail; internet communications; instant messages; fax; webpages/web-blogs impersonating another person, etc.)

#### Bullying is:

**R—repeated over time** (cyberbullying meets this with one instance because of access by many and way it can be forwarded/shared/reposted, etc.)

**I—intentional**

**P—power imbalance** (from perspective of victim)

<b>Normal Peer Conflict</b>	<b>Bullying</b>
Equal power or friends	Imbalance of power; not friends
Happens occasionally	Repeated negative actions over time (cyberbullying meets the definition when happens one time due to sharing ease.)
Accidental	Purposeful
Not serious	Serious with threat of physical or emotional harm
Equal emotional reaction	Strong emotional reaction from victim; little to no emotional reaction from bully
Not seeking power or attention	Seeking power or control
Not trying to get something	Attempt to gain material things/status
Remorse—will take responsibility	No remorse—blames victim
Effort to solve the problem	No effort to solve the problem by the bully

## Who can report Bullying?

- ◆ Anyone can report Bullying  
(Students, Parents, Teachers/Staff, Community Members)

## How can Bullying be reported?

- ◆ In person to an administrator
- ◆ In writing to an administrator
- ◆ Anonymously via FriendWatch



on BDS and school websites



## What will happen after a Bullying incident is reported?

- ◆ A school administrator trained in Bullying investigations will determine if the incident(s) meets the criteria for bullying as outlined in BDS policy. (Separate interviews with the complainant, the alleged victim and the alleged perpetrator will assist the administrator with this determination.)
- ◆ If the bullying criteria is met, the administrator will begin a formal bullying investigation and parents/legal guardians of all known involved students will be notified on the same day.
- ◆ The administrator will interview, separately, any direct witnesses or others who may have knowledge of the incident(s).
- ◆ The administrator will determine the appropriate course of action based upon whether the report of bullying was substantiated or unsubstantiated, and the facts discovered in the course of the investigation. (Action Plans will be developed to prevent future issues/concerns. Referral to law enforcement and disciplinary action or other remedial action may occur.)
- ◆ After the investigation is completed, BDS staff will notify parents/guardians:
  - ◆ Both parents/guardians of the alleged victim and alleged perpetrator are notified as to whether the bullying was substantiated or unsubstantiated.
  - ◆ Parents/guardians of the alleged perpetrator are informed of disciplinary action, if any, and the steps that will be taken to prevent future issues/concerns.
  - ◆ Parents/guardians of the alleged victim are informed of the action plan to prevent future issues/concerns.



### Important Notes:

- ◆ Most bullying investigations will be completed within 10 school days from the initial report.
- ◆ Parent/guardian notification may be made via telephone, conference, and/or in writing.
- ◆ All bullying investigation documentation is confidential per FERPA regulations. BDS staff CANNOT give parents/guardians the name or any other identifying or consequential information regarding any student(s) other than their own.

### For More Information contact:

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