

1 Related Entries: **IGT-RA; JFA-RA;**
2 Responsible Office: Special Education and Student Services
3 Related Sources: *Annotated Code of Maryland*, Education
4 Article, §7-424.1
5

6 Bullying, Harassment, or Intimidation
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8 A. PURPOSE
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10 The Montgomery County ~~Public Schools (MCPS)~~ Board of
11 Education is committed to an environment that is free of
12 **bullying, harassment, or intimidation** and ~~bullying~~ so that
13 schools are a safe place in which to learn. Bullying,
14 **harassment, or intimidation** is disruptive to learning, ~~and~~
15 can **adversely** affect academic achievement, **emotional well-**
16 **being**, and ~~can harm the~~ school climate.
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18 The Board of Education is committed to prohibiting **verbal,**
19 **physical or written (including electronic)** bullying,
20 harassment, or intimidation of any person on school
21 property, **on school buses,** or at school-sponsored
22 functions. ~~or by the use electronic technology of a public~~
23 ~~school.~~
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25 ~~MCP~~The Board of Education is further committed to
26 prohibiting reprisal or retaliation against individuals who
27 report acts of bullying, harassment, or intimidation or who
28 are victims, witnesses, bystanders, or others with reliable
29 information about an act of bullying, harassment, or
30 intimidation.
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32 B. ISSUE

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34 ~~Bullying can be physical (hitting, pushing, shoving),~~
35 ~~verbal (being teased, threatened, coerced, made fun of,~~
36 ~~called derogatory names) or relational (spreading rumors,~~
37 ~~being left out or ostracized)~~
38 ~~.~~

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40 The prevention of bullying, **harassment, or intimidation** as
41 well as **the prevention of** retaliation against individuals
42 who report acts of bullying, **harassment, or intimidation**
43 requires a ~~concerted~~**schoolwide** effort to support a whole-
44 ~~school bullying program~~ involving prevention and
45 intervention training with students, ~~parents,~~
46 administration, and school staff. Students who are
47 bullied, and those who bully others, **may** experience a range
48 of significant health, safety, and educational risks.
49 **Bullying, harassment, or intimidation means intentional**
50 **verbal, physical or written (including electronic) conduct**
51 **that creates a hostile environment and substantially**
52 **interferes with educational benefits, opportunities or**
53 **performance, or with a student's physical or psychological**
54 **well-being and is motivated by an actual or perceived**
55 **personal characteristic, such as race, national origin,**
56 **marital status, sex, sexual orientation, gender identity,**
57 **religion or disability, or is threatening or seriously**
58 **intimidating.**

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60 ~~1. As used in this policy, bullying, harassment, or~~
61 ~~intimidation means intentional conduct, including~~
62 ~~verbal, physical, or written conduct or an intentional~~

63 ~~electronic communication that creates a hostile~~
64 ~~educational environment by substantially interfering~~
65 ~~with a student's educational benefits, opportunities,~~
66 ~~or performance, or with a student's physical or~~
67 ~~psychological well being and is:~~

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69 ~~a) motivated by an actual or a perceived personal~~
70 ~~characteristic including race, national origin,~~
71 ~~marital status, sex, sexual orientation, gender~~
72 ~~identity, religion, ancestry, physical~~
73 ~~attributes, socioeconomic status, familial~~
74 ~~status, or physical or mental ability or~~
75 ~~disability; or~~

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77 ~~b) threatening or seriously intimidating; and~~

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79 ~~c) occurs on a school property, at a school activity~~
80 ~~or event, or on a school bus; or~~

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82 ~~d) substantially disrupts the orderly operation of a~~
83 ~~school.~~

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85 ~~2. Electronic communication means a communication~~
86 ~~transmitted by means of an electronic device,~~
87 ~~including a telephone, cellular phone, computer, or~~
88 ~~pager.~~

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90 DC. POSITION

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92 ~~The system~~MCPS will implement a whole-school based
93 program to identify bullying, **harassment, or**

94 **intimidation**; implement prevention programs that are
95 proven to be effective, intervene when bullying,
96 **harassment, or intimidation** occurs; **implement**
97 **intervention strategies**; and provide outside referrals
98 if needed. The prohibition of bullying, **harassment, or**
99 **intimidation** in schools, and reprisal and retaliation
100 against individuals who report acts of bullying,
101 **harassment, or intimidation**, as well as consequences
102 and remedial actions, must be included as a part of a
103 ~~whole~~ **schoolwide** prevention and intervention program.
104 Components of such a program ~~may~~**must** include:

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107 1. Prevention, **and** Intervention, ~~Remediation,~~ ~~and~~
108 ~~Consequences~~

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110 a) **Periodic and ongoing** ~~P~~professional development
111 for **administrators and staff members** to increase
112 **understanding and** awareness of the prevalence,
113 causes, and consequences of bullying, **harassment,**
114 **or intimidation**, and to increase the use of
115 ~~evidence~~**research**-based strategies, **remedial**
116 **measures, and consequences** for preventing
117 bullying, **harassment, or intimidation.**
118 **Professional development also should include how**
119 **to respond to students who bully, students who**
120 **are bullied, and students who are bystanders.**

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122 b) Student involvement in ~~the anti-bullying~~**bullying,**
123 **harassment, or intimidation prevention** efforts,
124 such as programs that foster peer support, mutual

125 respect, sensitivity to diversity and a culture
126 which encourages students to report incidents of
127 bullying to adults.

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129 c) Communication and interaction with families and
130 the community to inform parents about the
131 prevalence, causes, and consequences of bullying,
132 **harassment, or intimidation and strategies for**
133 **supporting their children.**

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135 d) Collaboration with community health and mental
136 health resources to communicate that bullying,
137 **harassment, or intimidation** is a public health
138 hazard and that health resources are available to
139 ~~both bullies~~**students who bully, students who are**
140 ~~bullied~~**and victims, and students who are**
141 **bystanders.**

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143 e) **A range of interventions developed to prevent**
144 **bullying, harassment, or intimidation while**
145 **ensuring the safety of students who are victims.**

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147 2. Consequences and Remedial Actions

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149 ~~Standard~~**e**Consequences and remedial actions for
150 persons committing acts of bullying, harassment, or
151 intimidation; ~~and~~ for persons engaged in reprisal or
152 retaliation; and for persons found to have made false
153 accusations **of bullying** should be consistently and
154 fairly applied in accordance with **Montgomery County**
155 **Public Schools (MCPS)** Regulation JFA-RA, *Student*
156 *Rights and Responsibilities.*

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3. Procedures for Reporting Acts of Bullying, Harassment, or Intimidation
 - a) The system shall provide to schools procedures that are ~~practical~~**convenient**, safe, private, and age-appropriate for ~~providing written reportings of~~ acts of bullying, harassment, or intimidation.
 - b) Students, staff, and parents should be informed of the reporting procedures at each school, including the availability of MCPS Form 230-35: *Bullying, Harassment, or Intimidation Reporting*.
 - c) Reporting of bullying, **harassment, or intimidation** incidents should be encouraged **and supported by MCPS**. ~~and can lead to interventions that can help~~**MCPS should communicate a clear message that reporting will lead to help for students who bully, students who are bullied, both the victim and the bully and bystanders.**
4. Procedures for the Prompt Investigation of Acts of Bullying, Harassment, or Intimidation.
 - a) The principal or designee shall promptly investigate all reports of bullying, harassment, or intimidation ~~and determine whether such has occurred as defined by this policy and~~ **apply implement remedial measures and** consequences as appropriate.

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b) After the investigation has concluded, ~~S~~staff members will conduct **individual and private** conferences with both the ~~victim and the bully~~**student who was bullied and the student who bullied** to determine if the bullying, harassment, or intimidation has continued.

5. Support Services to be Made Available to the Student **Who Bullies, Victim, Witnesses the Student Who is Bullied, and Any Bystanders**

The system shall maintain and make readily available to students and families a list of support services that are available to ~~bullies and victims~~**students who bully, students who are bullied, and bystanders** within both the schools and the community.

~~ED.~~ DESIRED OUTCOME

Schools ~~that will~~ provide prevention and intervention strategies, as well as consequences and support, to ~~both bullies and victims~~**students who bully, students who are bullied, and bystanders** to create an educational environment that is free of **bullying, harassment, or bullying and intimidation.**

~~FE.~~ IMPLEMENTATION STRATEGIES

1. The superintendent of schools will develop regulations for implementing this policy that specify **the name and**

219 contact information of the MSDE employee who is
220 familiar with the reporting and investigating
221 procedures in MCPS; procedures for reporting and
222 investigating incidents of bullying, harassment, or
223 intimidation; support provided for students who bully,
224 students who are bullied, and bystanders; consequences
225 or remedial actions; and the process for publicizing
226 those procedures.

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228 2. The superintendent of schools will develop
229 educational and professional development programs for
230 students, **and** staff, ~~volunteers, and parents~~ in the
231 effort to implement this policy and prevent bullying,
232 harassment, and intimidation in schools.

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234 3. All regulations developed in support of BOE-adopted
235 policies shall be sent to the BOE as items of
236 information.

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238 **GF. REVIEW AND REPORTING**

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240 This policy will be reviewed in accordance with the **Board**
241 **of Education** policy review process.

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243 Policy History: **New policy.**

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