

Bullying Prevention  
and  
Intervention Plan  
  
2020-2021

*Adopted by the North Judson-San Pierre School Corporation  
Board of School Trustees  
May 19, 2020*

North Judson-San Pierre School Corporation is a school community that respects the uniqueness of all of its members and promotes the intellectual, social, emotional, and physical well being of our students. The "Bluejay Way" reiterates this message by asking students to be "Respectful and Responsible" individuals. It is our plan through explicit instruction of bullying prevention, education, reporting and positive intervention, that we can prepare our students to be college or career ready without the threat of bullying, cyber-bullying, and retaliation of any kind. The ultimate goal is for our students become caring individuals who treat others with kindness and respect.

## **Defining Bullying**

### **IC 20-33-8-0.2 "Bullying"**

"bullying" means overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner (including digitally or electronically), physical acts committed, aggression, or any other behaviors, that are committed by a student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the targeted student and create for the targeted student an objectively hostile school environment that:

- (1) places the targeted student in reasonable fear of harm to the targeted student's person or property;
- (2) has a substantially detrimental effect on the targeted student's physical or mental health;
- (3) has the effect of substantially interfering with the targeted student's academic performance; or
- (4) has the effect of substantially interfering with the targeted student's ability to participate in or benefit from the services, activities, and privileges provided by the school.

(b) The term may not be interpreted to impose any burden or sanction on, or include in the definition of the term, the following:

- (1) Participating in a religious event.
- (2) Acting in an emergency involving the protection of a person or property from an imminent threat of serious bodily injury or substantial danger.
- (3) Participating in an activity consisting of the exercise of a student's rights protected under the First Amendment to the United States Constitution or Article I, Section 31 of the Constitution of the State of Indiana, or both.
- (4) Participating in an activity conducted by a nonprofit or governmental entity that provides recreation, education, training, or other care under the supervision of one (1) or more adults.
- (5) Participating in an activity undertaken at the prior written direction of the student's parent.
- (6) Engaging in interstate or international travel from a location outside Indiana to another location outside Indiana.

*As added by P.L.106-2005, SEC.6. Amended by P.L.285-2013, SEC.5.*

As a school community, we will do everything possible to create and maintain an environment that promotes proactive bullying prevention education for our students that is both age appropriate and that uses current research on bullying. North Judson-San Pierre Schools recognize that the message for anti-bullying is an ongoing process.

Our School Counselors use resources and activities from the Indiana Department of Education.

Training our teachers and other staff members on bullying prevention and reporting procedures include:

- Annual Staff Training
- Use the Indiana Department of Education's online Bullying Resources

North Judson-San Pierre School Corporation will provide this plan and board policy on our website. A link will be added to our district's website where students and adults can have access to the corporation *Initial Bullying Reporting Form*.

Each school has implemented the same plan and procedures for reporting and investigating reported incidents of bullying.

### **For Students:**

Any student that believes that he/she has been bullied, or who has witnessed another student being bullied should report the problem to a teacher, staff member, or administrator. This can be done in person or anonymously through avenues provided on the website. Students, who fear retaliation, also have the option of reporting bullying of another student anonymously and can access the *Initial Bullying Reporting Form* on the school corporation's website. The completed form will be sent directly to the applicable school administrator.

*Fraudulent reporting will be handled by administration.*

### **For Parents:**

If your child is experiencing bullying:

- Promptly bring the behaviors to the attention of your child's teacher, counselor, or administrator with as much pertinent information as possible.
- Call the school or go to the NJSP website and fill out a report which has the option of being completed anonymously.

### **For Teachers and Staff:**

If your student is experiencing bullying, reporting a potential bullying situation, please send the student immediately to the office with any pertinent information that you know of to assist in the investigation. *Information such as the name of the other student or student(s) the date the behaviors took place, location, and action(s).*

Furthermore, any North Judson-San Pierre employee who witnesses a bullying situation **MUST** report it to an administrator.

**PROCESS FOR RESPONDING TO AN ALLEGED INCIDENT OF BULLYING  
FLOW CHART**

**Incident is Reported**  
(The initial form for Bullying, Harassment, or Intimidation Reporting Form is filled out and given to a principal.)

**Conduct Investigation**  
(Within one day of receiving the initial report)

Interview Target

Interview Alleged Bully

Interview Witnesses

**Continue with Documentation**  
What Actions Were Taken to Investigate the Incident?

**Determine if Bullying/Retaliation has occurred**  
Notify parents of determination

**Conflict**

**Initiate  
Response Plan**

**Type of Bullying**  
(Document)

**Meet with Guidance  
Counselor**

**Assign Consequences**  
(Dependent on the number of  
offenses & severity)

**Contact Parents/Guardians**  
(verbal or written)

**Do Follow Up**

**Step 2: School Bullying**

Indiana Code 29-33-8-0.2 defines bullying as “overt (intentional, unwanted, repeated acts or gestures.” Through investigation, administrators and/or counselors will determine if the incident meets/does not meet the following criteria:

Was it intentional?

Did it happen repeatedly?

Was there an imbalance of power?

There are some instances that would be determined to a conflict, rather than bullying. Listed below are explanations for recognizing the differences.

<b>Normal Conflict</b>	<b>Bullying</b>
Equal Power-usually friends or acquaintances	Imbalance of power-usually not friends or acquaintances
Happens occasionally or isolated	Repeated negative action
Accidental	Intentional
Not serious	Serious with threats (physical or emotional harm)
Not seeking power, attention, or material things	Attempt to gain power, attention, or material things
Remorse-Will take responsibility and demonstrate effort to resolve the problem	Remorse-Blames the victim and makes no effort to solve the problem

*(Adapted from Bonds & Stoker 2003)*

*The principal or designee may determine that other steps must be taken before the investigation is complete. The investigation will be completed as soon as practicable, but generally no later than five school days from the initial complaint or report.*

North Judson-San Pierre School Corporation shall include follow up services for the bully and targeted student. Depending on the level of severity, follow up services include:

### Corrective Action/Follow Up

Possible Consequences	Follow Up
1 <sup>st</sup> Offense: Detention ISS (1-3 days)	Follow up with guidance counselor or administrator  Behavior Contract initiated  Bully Prevention Assignment (Reflection, video, or presentation)
2 <sup>nd</sup> Offense: OSS (1-3 days)	Parent-Student Conference upon return to school  Review behavior plan or contract  Law enforcement may be contacted
3 <sup>rd</sup> Offense: OSS (10 days), pending expulsion	Form 16

*Note: Each administrator has the right to determine the appropriate consequence for each infraction.*

### Follow Up Services for the Targeted Student

Create and implement a school safety plan to ensure that no further incidents of bullying occur between the targeted student and alleged aggressor. (The plan may include a change in classes, a difference in seating arrangements, or a different lunch schedule.)
Follow up sessions with the school's guidance counselor or school's psychologist.
Teacher mentor assigned.
Student conferences with an administrator.

### Other Corrective Measures

After completion of the investigation, the school district will institute any corrective measures necessary. Depending on the severity of the situation, remedial action may include, but not limited to, counseling, education discipline, and/or referral to law enforcement to any other students or staff members that fail to report an incident of harassment, intimidation, or bullying.

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## **State Reporting**

Administration will report bullying data to the superintendent, school board and reported to the Indiana Department of Education by July 1<sup>st</sup> of each year. North Judson-San Pierre School Corporation will collect the frequency of bullying in the following categories: Physical bullying, verbal bullying, social/relational bullying and electronic or written communication bullying.