

HARASSMENT, INTIMIDATION, AND BULLYING

PURPOSE: To define the District’s position on harassment, intimidation, and bullying.

New Lima Public Schools does not discriminate on the basis of race, religion, color, national origin, sex, disability, marital status or age in its employment, programs and activities. The following person has been designated to handle inquires regarding the New Lima Public Schools’ non-discrimination policies:

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New Lima High School Principal
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Harassment, intimidation, and bullying include, but are not limited to, verbal or physical contact, epithets, slurs, gestures, or graffiti, even in jest, that are targeted toward an individual because of race, color, national origin, sex, disability, marital status or age. Individuals bring different levels of sensitivity to each interaction. What may seem harmless, trivial, or “all in good fun” to one person may be extremely offensive to the person to whom the comments or actions are directed.

Harassment, intimidation, and bullying constitute unethical and unacceptable conduct that will not be tolerated at any level. All persons are strictly prohibited from engaging in any form of harassment of any employee, student, or applicant for employment. Anyone engaging in any form of harassment is subject to disciplinary action in accordance with District policy. Harassment also may constitute discrimination.

When allegations of harassment, intimidation, or bullying, are filed, a thorough investigation will be conducted by the Superintendent, Principal, or designee. The investigation will include interviews with all relevant persons. Such persons include, but are not limited to the complainant, the accused, student(s) and other potential witnesses. Employees and students are assured the privacy of the complainant and the persons accused of harassment will be protected to the extent possible.

When complaints or allegations of harassment based on race, color, national origin, sex, disability, marital status or age are made, the grievance should be reported to the Principal or Superintendent using the Grievance Form located in the New Lima Board Policy and Procedure Manual. This form is located in Section I, page 56.

BULLYING PREVENTION POLICY
AMENDED FOR REPORTING PROCEDURES
(10/29/14)
(Adopted by the Board on 01/26/2015)

Reporting Procedure

Any parent/guardian, certified or support employee of the school district suspecting bullying shall notify the building Principal at once. If the bullying is judged to be valid, the Principal shall use any discipline procedure deemed just for the offence.

Should the person making the original report be dissatisfied with the Principal's administrative decision on handling the matter, said party shall then personally report the suspected bullying directly to the Superintendent's Office. The Superintendent shall use any discipline procedure deemed just for the offense which can include reporting the incident to a law enforcement agency.

The person making the oral report is responsible for submitting a written report. The written report must follow the oral report and be made within forty-eight (48) hours of the contact which disclosed the existence of a possible bullying event. Copies of the written report shall be kept in the Principal's Office in a confidential file.

The local school district will regulate if the bullying incident is severe enough to justify a referral to a delinquency prevention and diversion program. If the school district is unable to contain the bullying issue, the school district and the Oklahoma Juvenile Authority (OJA) County Service Provider will work together to establish a procedure for referral. The referral will be to a delinquency prevention and diversion program administered by OJA.

BULLYING PREVENTION POLICY (Adopted by the Board on 07-25-2002)

It is the policy of the New Lima Public School District that no student or employee of the district shall participate in or be members of any secret fraternity or secret organization that is in any degree related to the school or to a school activity.

No student will be subject to intimidation, bullying, hazing, or harassment or any other form of persecution by student or employee whether connected to any fraternity or organization or not.

For the purposes of this policy, intimidation, bullying, hazing, or harassment means any gesture, written or verbal expression, or physical act that a reasonable person should know will harm another student, damage another student's property, place another student in reasonable fear of harm to the student's person or damage to the student's property, or insult or demean any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.

This policy is in effect on school grounds, in school vehicles, at designated school bus stops, at school sponsored activities, or at school sanctioned events.

This policy is not intended to deprive school district authorities from taking necessary and appropriate disciplinary action toward any student or employee. Students or employees who violate this policy will be subject to disciplinary action, according to the respective discipline policies, and may include expulsion for students and employment termination for employees. New Lima School will institute a Bullying Prevention Education Program, in grades PK-12, beginning with the 2002-2003 school year. A copy of this policy will be furnished to each student and/or parent in the New Lima Public School District upon request.

This policy is located in Section F page 35 of the New Lima Public Schools Policies of the Board of Education manual.