

APS BULLYING POLICY

The Board of Education of the Albuquerque Public Schools is committed to providing a safe, respectful and fear-free environment for all members of the school community including students, staff, parents, community partners, and visitors. The Board believes that preventing bullying is important to having a safe, respectful, and fear-free climate which should help students learn, achieve high academic standards, and establish a positive educational environment. All participants in the Albuquerque Public School District's educational community should be aware of the Board's expectation of a safe, respectful and fear-free school and work environment, and should model this in their own behaviors. The Board directs the Superintendent to establish procedures to implement this policy.

APS BULLYING PROCEDURAL DIRECTIVE

The Board has adapted Board Policy J21 relating to a safe, respectful, and fear-free environment which prohibits bullying. The following procedure will implement this policy:

Vision

The Albuquerque Public School District is committed to providing a safe, respectful and fear-free environment for all members of the school community including students, staff, parents, community partners, and visitors. The District understands that a safe, respectful, and fear-free climate that prohibits bullying is necessary for students to learn, achieve high academic standards, and for the establishment of a positive educational environment. All participants in the District's educational community will support the expectation of a safe, respectful and fear-free school and work environment, and will model this in their own behaviors.

It is expected that all District stakeholders including students, staff, parents, community partners, and visitors will experience a positive school atmosphere where all individuals are honored and respected. It is the responsibility of every stakeholder to conduct themselves in a manner that promotes and supports this commitment.

Definition

Bullying is a way of using power aggressively in which a person is subjected to intentional, unwanted and unprovoked hurtful verbal and/or physical actions. Bullying results in the victim feeling oppressed, fearful, distressed, injured, or uncomfortable. The aggression is repeated on more than one occasion and can include either: physical, verbal, emotional, racial, sexual, written, electronic, damage to property, social exclusion, and intimidation. Bullying may be motivated by actual or perceived characteristics such as race, color, religion, ancestry, national origin, gender, sexual orientation or identity, mental, physical or academic disability. Bullying often takes place in a social context. Bystanders play a critical role in impacting bullying either positively or negatively.

Prohibition

Bullying is strictly prohibited by all members of the school community. Bullying is strictly prohibited by students on the way to or from school, at the school bus stop, during school-related or sanctioned activities, on school grounds, in school vehicles, with the use of school technology, or during the lunch period whether on or off campus. Those who encourage bullying are subject to corrective action. Bullying incidents will not be tolerated by any APS employee.

Notification of the Policy

APS shall annually notify all school personnel (including substitutes), school volunteers, students, and their parents/guardians of the policy, including procedures for reporting and responding to bullying.

Requirement/Encouragement to Report

All school personnel are required to report alleged or suspected incidents of bullying. All other members of the school community are encouraged to report alleged or suspected incidents of bullying.

Informal and Formal Reporting Processes

Each school will develop a bullying reporting process.

Prohibition of Reprisal/Retaliation

The District prohibits reprisal or retaliation against any person who reports an act of bullying. Appropriate measures shall be put in place by each school to protect reporters of bullying from retaliation.

Investigation of Allegations

Each school is responsible for developing and implementing a system to investigate allegations of bullying. Every reported and suspected bullying incident requires that the school respond consistently and promptly to all individuals involved in the alleged bullying.

Requirement to Train Staff

All administrative staff shall participate in mandatory bullying prevention training provided by the District at a minimum of once every three years. It is the responsibility of administrators to train their staff periodically including bullying prevention strategies, and identifying, reporting, and effectively responding to bullying.

Maintenance and Operation, Food Services, and Transportation personnel are also required to attend periodic training. Other District support staff shall be provided with information regarding bullying.

Requirement of Prevention Plans and Programs

Each school is required to develop and implement a comprehensive written bullying prevention plan. Each plan shall be based on specific school needs and shall include implementation of a universal, data-driven bullying prevention program, or adoption of a pre-existing evidence-based bullying prevention program.

Corrective Action/Consequences

Corrective action will be determined by the number of previous acts, the nature of the act, the maturity of the parties, and the context in which the alleged act occurred. Consequences can range from positive behavioral interventions to suspension and expulsion. Each school shall include parents/guardians in the remediation of severe and/or escalating behavior.