

## DISTRICT COMMUNICATION OF ANTI-BULLYING POLICIES

- Bullying Policy Notification posted in schools, offices, and staff lounges
- Bullying policy included in the Employee Mandated Notifications Handbook
- Bullying policy included in the district's Annual Parent-Student Handbook

### BULLYING COMPLAINTS

Bullying complaints are usually resolved at the school level. A staff member will be assigned to talk with the individuals involved in the incident. The staff member will determine whether bullying has occurred, handle the situation, and suggest a solution.

If the situation is not resolved at the school level, you have the right to discuss your concern with the Executive Director of Human Resources. To file a complaint, please follow the Uniform Complaint Procedures posted on the Magnolia School District website at <http://www.magnoliasd.org/apps/pages/UCP>.

Harassment is against Federal and State laws, The Magnolia School District regulation regarding Bullying is District Board Policy 5131.2. The legal references for this policy are found in Educational Code Section 48900, in California Assembly Bill (AB) 9, in Title VII of the Civil Rights Act of 1964, and in Title IX of the Education Amendments 1972.



## Magnolia School District PARENT GUIDE TO UNDERSTANDING BULLYING

Magnolia School District is committed to providing students with an academic environment that is free from bullying.

### District Administration

Dr. Frank Donavan, District Superintendent

Hanan Thornton, Asst. Superintendent, Educational Services

Teali Fielder, Asst. Superintendent, Business Services

Dr. David Appling, Exec. Director, Human Resources

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## **WHAT IS BULLYING?**

Bullying is severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act. It includes one or more acts committed by a pupil or group of pupils, directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following: fear of harm to his or her person or property; substantial detrimental effect on his or her physical or mental health; substantial interference with his or her academic performance; substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.

## **BULLYING BEHAVIORS**

- Direct physical contact, such as hitting or shoving
- Threats to harm another person
- Oral or written assaults, such as teasing or name-calling
- Social isolation or manipulation
- Posting harassing messages, direct threats, social cruelty or other harmful texts, sounds, or images on the Internet, including social networking sites
- Posting or sharing false or defamatory information about another person
- Posting or sharing information about another person that is private
- Posting or sharing photographs of other people without their permission
- Spreading hurtful or demeaning materials created by another person (e.g., forwarding offensive e-mails or text messages)

## **MSD BOARD POLICY 5131.2 – Excerpt**

The Board of Education recognizes the harmful effects of bullying on student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.

No student or group of students shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, cyber-bully, cause bodily injury to, or commit hate violence against any other student or school personnel.

To the extent possible, district and school strategies shall focus on prevention of bullying by establishing clear rules for student conduct and strategies to establish a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for engaging of bullying.

## **DISTRICT RESPONSES & PROCEDURES**

- Maintain high-quality character education, Peer Assistance Leadership (PAL) and Positive Behavioral Intervention and Supports (PBIS) programs at all schools
- Monitor, detect, investigate, record, and track bullying incidents (while maintaining confidentiality)
- Discipline students for bullying and harassment as appropriate
- Train staff in bullying prevention and intervention
- Discuss bullying prevention strategies with students
- Explain bullying consequences to students
- Discuss what students can do if they are bullied or witness bullying
- Communicate the bullying policy to students