

Heritage School District #8



Superintendent, Tom Davis; K-8 Principal, Kristi Sanders; HS Principal, Corey White
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August 16, 2019

To: All Heritage Teachers & Staff

From: Tom Davis, Heritage Schools Superintendent

Re: Bullying & Cyberbullying Prevention, Intervention, & Reporting

Please join me in stopping and preventing student bullying in our school. The purpose of this letter is to introduce you to our three-pronged approach that will help accomplish this goal, adopted July 16, 2018 by the Heritage School Board.

First - If a student reports bullying or school violence to you, respond immediately and with compassion. Ask for the basic facts (who-what-when-where). You will need to evaluate the situation to determine if an immediate referral to my office is needed. You may refer the student to the main office immediately so the student may fill out the form for reporting bullying, *7:180-AP1, E5, Report Form for Bullying and School Violence*.

Second - Provide me your feedback and concerns. Do you know of any bullying *hot spots* that need additional supervision or monitoring? Are there known bullies or targets of bullying?

Third - Intervene immediately to stop a bullying incident. When teachers or adults ignore bullying, students interpret it as acceptable behavior. Immediately contact building security and or law enforcement if the incident involves a weapon or other illegal activity.

Bullying is defined in the School Board policy as follows:

Bullying means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student in reasonable fear of harm to the student's person or property.

Board of Education: John Lannon-President, Robert Benschneider, Kimberly Keniley-Ashbrook,
Courtney Montgomery, Curt Elmore, Darrin Tate, Zach Wells

2. Causing a substantially detrimental effect on the student's physical or mental health.
3. Substantially interfering with the student's academic performance.
4. Substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying, intimidation, and/or harassment may take various forms, including without limitation: threats, stalking, physical violence, sexual harassment, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.

The Board's entire policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, may be found on the District's website under the Parent's Section header.

Please let me know if you have any questions or concerns.

Sincerely,



Tom Davis
Heritage CUSD #8 Superintendent