



JICDE – Bullying Prevention

The Third Future Schools Board of Education (the Board) supports a secure school climate, conducive to teaching and learning that is free from threat, harassment and any type of bullying behavior. The purpose of this policy is to define bullying behavior, encourage students to report bullying behavior, establish programmatic responses to prevent bullying behavior, to promote consistency of approach and to help create a climate in which all types of bullying are regarded as unacceptable.

Bullying is any written or verbal expression, or physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student. Bullying is prohibited against any student for any reason, including but not limited to any such behavior that is directed toward a student on the basis of his or her academic performance or against whom federal and state laws prohibit discrimination.

Third Future Schools (the Network) is subject to the following laws: Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and the Colorado Anti-Discrimination Act. Accordingly, the Network is committed to prohibiting discrimination on the basis of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, genetic information, or protected activity, in admissions, access to, treatment, or employment in the educational programs or activities which it operates. In addition, for purposes of this policy, bullying behavior may include but is not limited to threats, intimidation, assault, or harassment of any kind, as delineated in the Student Conduct, Discipline and Attendance Code.

For purposes of this policy, the school environment includes: 1) all Network property, including but not limited to school buses and electronic communication and access resources; 2) any non-Network property on which a Network- or school-sponsored activity or event occurs; and, 3) any other non-Network property or location where the behavior engaged in may have a direct impact on school discipline or be detrimental to the welfare or safety of students or staff.

A student or adult who engages in any act of bullying is subject to appropriate disciplinary action including but not limited to, suspension, expulsion, and/or referral to law enforcement authorities. (Policy JK/JK-R) The severity, intent and pattern, if any, of the bullying behavior shall be taken into consideration when disciplinary decisions are made.

The Network shall ensure the development of a comprehensive program to address bullying at all school levels. The program shall be aimed toward accomplishing the following goals:

- To send a clear message to students, staff, parents/guardians, and community members that bullying will not be tolerated.
- To implement strategies in each school to enable students and staff to recognize, report and respond effectively to bullying.
- To prevent bullying by implementing prevention strategies in each school to decrease the occurrences of bullying.
- To implement procedures for immediate intervention, investigation, and confrontation of students engaged in bullying behavior.
- To initiate efforts to change the behavior of students engaged in bullying behaviors which may include education on acceptable behavior, discussions, counseling, and appropriate negative consequences.
- To foster a productive partnership with parents/guardians and community members in order to help maintain a bully free environment.
- To help develop social skills and self-confidence for all students and to recognize and encourage positive, supportive behaviors of students toward one another on a regular basis.
- To protect students from retaliatory action when they report bullying behaviors in good faith.

LEGAL REFS.:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 34 C.F.R. Part 104
34 C.F.R. Part 106

Fair Labor Standards Act, 29 U.S.C. §201

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.
§ 621

Individuals with Disabilities Education Act, 20 U.S.C. §1400, et seq. Exceptional Children's
Education Act, C.R.S. 22-20-101, et seq.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701, et seq. Americans with
Disabilities Act, 42 U.S.C. §12101, et seq.

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d

Title VII of the Civil Rights Act of 1964, as amended 42 U.S.C. § 2000e 42 U.S.C. §2000ff et
seq. (Genetic Information Nondiscrimination Act of 2008)

C.R.S. 2-4-401

C.R.S. 18-9-121 C.R.S. 22-32-109(1)(II)

C.R.S. 22-32-109.1(2)(a)(X)(B) C.R.S. 22-32-110(1)(k)

C.R.S. 22-33-105(2)(c)

C.R.S. 22-61-101

C.R.S. 22-93-101, et seq.

C.R.S. 24-34-301 through 24-34-308