

# **Berkeley Unified School District**

## **Administrative Regulation**

### **Anti-Bullying**

AR 5131.2

#### **Students**

School behavior standards shall be coordinated District-wide, with particular attention to applying the standards for bullying behavior fairly and consistently among schools at the same grade level. Schools will follow District guidelines and policies according to the Education Code and school rules pertaining to related matters such as bullying, suspension, and expulsion.

#### **The objectives of the District are as follows:**

1. Cultivation of a culture of empathy, kindness, respect, and mutual trust among students and between students and staff.
2. Creation of a school climate which encourages students to disclose and discuss incidents of bullying, both in their roles as victims, perpetrators and bystanders; and
3. Demonstration of commitment to address incidents of bullying by outlining the school response to any such incidents of bullying.

#### **Adult Responsibilities:**

Each school site should strive to cultivate a school culture of empathy, community, and mutual trust among students and between students and staff. Such a culture begins with the adults on



2. Within five school days of receiving a notification of complaint, the principal/designee will meet with the alleged victim and with the victim's parents/guardians.
3. Each individual (victim, alleged accused, and witnesses) will be interviewed privately, and at no time will the alleged perpetrator and victim be interviewed together.
4. If a determination is made that bullying occurred, the principal/designee shall design an intervention/consequence plan which is consistent with any District or site anti-bullying program.
5. Parents/guardians of the student who engaged in bullying behavior and the victim will be notified of any actions taken regarding their children.
6. The resolution, all interviews and interventions that take place and corresponding dates shall be documented in writing and/or noted in the District's specified data system. This investigative process is to be followed with all anonymous complaints as well.

### **Confidentiality:**

Before, during, and after an investigation, all individuals involved must to the extent reasonably possible maintain confidentiality of the proceedings and the names of the complainant and students involved. Anyone who breaches confidentiality about the proceedings without acceptable cause will face consequences. Confidentiality is essential to both protect the target and the witnesses from retaliation by the student who engaged in bullying behavior and also to protect this student from being permanently labeled a "bully".

### **During the Investigation:**

In general, student complainants and/or alleged victims will continue attendance at the same school and pursue their studies as directed while the investigation is conducted, and the complaint is pending resolution. Any legal order of a court to the contrary will prevail.

### **After the Investigation:**

The principal/designee will inform all relevant parties in writing of the decision. A copy of the decision will be noted in all relevant data tracking systems.

### **Intervention/Discipline:**

The principal/designee shall decide the appropriate way to deal with the student who engaged in the bullying behavior if the investigation has proven that she/he has violated this policy. Interventions and consequences must be age-appropriate and equal to the severity of the violation. In dealing with students who engage in bullying behavior, the principal/designee should regard each student and situation as unique and create an intervention/discipline plan

Any disciplinary action is confidential student information and may not be communicated with non-

**School Administrators shall:**