

Bandera ISD Harassment, Intimidation, and Bullying Reporting Procedures

Prohibition of Harassment, Intimidation, and Bullying

The Bandera Independent School District is committed to a safe and civil educational environment for all students, employees, volunteers and patrons free from harassment, intimidation, or bullying. "Harassment, intimidation or bullying" occurs when a student or group of students engages in any written or verbal expression, expression through electronic means or physical conduct, against another student on school property at a school-sponsored or -related activity, or in a district vehicle and the behavior:

- results in harm to the student or to the student's property;
- places a student in reasonable fear of physical harm to the student's person or of damage to the student's property; or
- is severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral, electronic or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s). This kind of conduct is considered bullying if it exploits the imbalance of power between the student perpetrator(s) and the student victim and if it interferes with a student's education or substantially disrupts the operation of the school.

Procedures for Reporting Harassment, Intimidation or Bullying

1. Report to a Teacher, Principal, Assistant Principal or Counselor
2. Leave written notification for any school personnel
3. Call the confidential BISD Safety Tip Line at 830-796-9580.

Procedures for Investigating Reports of Harassment, Intimidation or Bullying

1. Campus administrators shall promptly investigate all reports of harassment, intimidation or bullying and complete said investigation within ten District business days.
2. To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses.