



BIRDVILLE INDEPENDENT SCHOOL DISTRICT

**NOTICE OF PARENT AND STUDENT RIGHTS:
BULLYING, HARASSMENT AND DISCRIMINATION**

The Birdville Independent School District (BISD) is committed to providing a positive learning environment for all students that enhances personal safety and promotes respect, dignity, and equality among students. High standards are expected for both academic achievement and for behavior.

BISD strives to ensure that all of its students and employees are free from bullying and harassment including sexual harassment, gender-based harassment, and dating violence. BISD will make every effort to handle and respond to all allegations of bullying or harassment in a fair, thorough and just manner.

Bullying is defined as written or verbal expression, electronic expression, or physical conduct of a student(s) towards another student that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District if it is determined by school personnel that the conduct: 1) has, or will have, the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or 2) is sufficiently severe, persistent, and pervasive to create an intimidating, threatening, or abusive educational environment for a student. Student conduct is considered bullying only if it: 1) exploits an imbalance of power between the student perpetrator and the student victim; or 2) interferes with a student's education or substantially disrupts school operations.

Discrimination against a student is described as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability or other basis prohibited by law, that adversely affects the student.

Harassment is defined as physical, verbal or nonverbal conduct of an employee or student towards a student, which is based on a student's race, color, religion, national origin, or disability where the conduct is so severe, persistent, or pervasive that it: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities. Harassment includes sexual harassment and dating violence.

Gender-based harassment occurs when harassment is based on the student's gender, the student's expression of characteristic perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity. Gender-harassment may include offensive jokes, name-calling, slurs, or rumors, physical aggression or

assault, threatening or intimidating conduct, or other kinds of aggressive conduct such as theft or damage to property.

Sexual harassment is a type of harassment involving conduct of a sexual nature that is directed towards a student by an employee or another student. Sexually harassing conduct includes sexual advances (welcome or unwelcome sexual advances for employee to student sexual harassment; unwelcome sexual advances for student to student sexual harassment), requests for sexual favors, sexually motivated physical, verbal, or nonverbal conduct, sexual jokes, pressuring someone to engage in sexual relations, threats or intimidation from a dating partner or other conduct or communication of a sexual nature.

Sexual harassment of a student by a District employee occurs when: 1) the employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or 2) the employee's conduct is so severe, persistent, or pervasive that it (a) affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities, or (b) creates an intimidating, threatening, hostile, or abusive educational environment.

Sexual harassment of a student by another student occurs when the conduct is so severe, persistent, or pervasive that it: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; or 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities.

Dating violence is a type of harassment, defined as physical, sexual, verbal, or emotional abuse by a person in a current or past dating relationship in order to harm, threaten, intimidate, or control the other person in the dating relationship if the conduct is so severe, persistent, or pervasive that the conduct: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; or 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities.

Students who believe they have been harassed, bullied, or otherwise victimized by fellow students or BISD employees are encouraged to promptly report such incidents to the campus principal or assistant principal or other campus professional (e.g., counselor, teacher, nurse). To the greatest extent possible, incidents shall be treated as confidential. Limited disclosure may be necessary to create a thorough investigation.

Reports of bullying or harassment received by a campus administrator will be documented and investigated in accordance with BISD policy and guidelines, including Board Policies FFH (LOCAL) and FFI (LOCAL).



BIRDVILLE INDEPENDENT SCHOOL DISTRICT
Student Incident Report
BULLYING, CYBERBULLYING, SEXUAL HARASSMENT,
DATING VIOLENCE and SEXUAL VIOLENCE

Name: _____ Student ID: _____

Grade: _____ Date: _____ Time: _____ School: _____

Please answer the following questions about the most serious incident:

List the name of the alleged offender (s) of bullying, sexual harassment, dating violence, or sexual violence:

Relationship between you and the alleged offender:

Describe the incident (For additional space, use the back):

When and where did it happen? _____

Why do you think this happened? _____

Were there any witnesses? yes no

If yes, who: (Student and/or adult)

Is this the first incident? yes no

If no, how many times has it happened before? Describe the incident (s).

Student or parent declines to complete this form:

Initial: _____ Date: _____

COUNSELOR, AT-RISK COUNSELOR, ASSISTANT PRINCIPAL RESPONSE PAGE

Facts/Findings: (Administrative Summary)

Did this violate the Code of Conduct? yes no

Follow-up with student/parent by:

Phone yes no Email yes no Written correspondence yes no Other yes no Conference [
] yes no Date: _____

Did this constitute retaliation? yes no

Does this constitute bullying? <input type="checkbox"/> yes <input type="checkbox"/> no If Yes, you MUST follow the Protocol Report			
If yes, would you best describe the bullying as which of the following:			
<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Religion	
<input type="checkbox"/> Disability	<input type="checkbox"/> Race, Color National Origin	<input type="checkbox"/> None of the above	
Victim Name: _____	Race: _____	Circle if applies: LEP Disabilities	504
Perpetrator Name: _____	Race: _____	Circle if applies: LEP Disabilities	504

Were the police called? yes no Date: _____

Disciplinary action yes no Schedule/Proximity Change yes no Change lunch [
yes no Change locker yes no

Follow-up: _____ Date: _____ Documentation: _____

Name: _____ Date: _____
Counselor/Assistant Principal

Send a copy of this form to Associate Superintendent of Staff & Student Services if it involves:
Bullying, Sexual Harassment, Gender Based Harassment or Discrimination
Send a copy of this form to the Director of Guidance & Counseling for all other issues.



BIRDVILLE INDEPENDENT SCHOOL DISTRICT

NOTICE OF PARENT AND STUDENT RIGHTS: BULLYING, HARASSMENT AND DISCRIMINATION

The Birdville Independent School District (BISD) is committed to providing a positive learning environment for all students that enhances personal safety and promotes respect, dignity, and equality among students. High standards are expected for both academic achievement and for behavior.

BISD strives to ensure that all of its students and employees are free from bullying and harassment including sexual harassment, gender-based harassment, and dating violence. BISD will make every effort to handle and respond to all allegations of bullying or harassment in a fair, thorough and just manner.

Bullying is defined as written or verbal expression, electronic expression, or physical conduct of a student(s) towards another student that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District if it is determined by school personnel that the conduct: 1) has, or will have, the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or 2) is sufficiently severe, persistent, and pervasive to create an intimidating, threatening, or abusive educational environment for a student. Student conduct is considered bullying only if it: 1) exploits an imbalance of power between the student perpetrator and the student victim; or 2) interferes with a student's education or substantially disrupts school operations.

Discrimination against a student is described as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability or other basis prohibited by law, that adversely affects the student.

Harassment is defined as physical, verbal or nonverbal conduct of an employee or student towards a student, which is based on a student's race, color, religion, national origin, or disability where the conduct is so severe, persistent, or pervasive that it: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities. Harassment includes sexual harassment and dating violence.

Gender-based harassment occurs when harassment is based on the student's gender, the student's expression of characteristic perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity. Gender-harassment may include offensive jokes, name-calling, slurs, or rumors, physical aggression or

assault, threatening or intimidating conduct, or other kinds of aggressive conduct such as theft or damage to property.

Sexual harassment is a type of harassment involving conduct of a sexual nature that is directed towards a student by an employee or another student. Sexually harassing conduct includes sexual advances (welcome or unwelcome sexual advances for employee to student sexual harassment; unwelcome sexual advances for student to student sexual harassment), requests for sexual favors, sexually motivated physical, verbal, or nonverbal conduct, sexual jokes, pressuring someone to engage in sexual relations, threats or intimidation from a dating partner or other conduct or communication of a sexual nature.

Sexual harassment of a student by a District employee occurs when: 1) the employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or 2) the employee's conduct is so severe, persistent, or pervasive that it (a) affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities, or (b) creates an intimidating, threatening, hostile, or abusive educational environment.

Sexual harassment of a student by another student occurs when the conduct is so severe, persistent, or pervasive that it: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; or 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities.

Dating violence is a type of harassment, defined as physical, sexual, verbal, or emotional abuse by a person in a current or past dating relationship in order to harm, threaten, intimidate, or control the other person in the dating relationship if the conduct is so severe, persistent, or pervasive that the conduct: 1) affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment; or 2) has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or 3) otherwise adversely affects the student's educational opportunities.

Students who believe they have been harassed, bullied, or otherwise victimized by fellow students or BISD employees are encouraged to promptly report such incidents to the campus principal or assistant principal or other campus professional (e.g., counselor, teacher, nurse). To the greatest extent possible, incidents shall be treated as confidential. Limited disclosure may be necessary to create a thorough investigation.

Reports of bullying or harassment received by a campus administrator will be documented and investigated in accordance with BISD policy and guidelines, including Board Policies FFH (LOCAL) and FFI (LOCAL).