MEDWAY SCHOOL DEPARTMENT BULLYING REPORTING, INVESTIGATION AND INTERVENTION/RESOLUTION PROCESS

**REPORT** from Target, Bystander/Witness, Staff, Coach/Advisor, Volunteer, Parent, Community Member, Anonymous\* Interim measures to ensure safety of targeted student and prevent further Principal Copy to Superintendent bullying; inform parents of targeted Allegation of student discrimination/violation CONDUCT INVESTIGATION of civil rights law? Interview target Interview witnesses YES Interview alleged bully Review video (if applicable) Refer to procedure Review other available evidence ACAA-R YES Is behavior criminal? NO **IS IT BULLYING?** Determination of Is it behavior that has, or would reasonably be expected to YES incident(s) as other have, the effect of: than bullying • Harm or reasonable fear of harm to targeted person or Notify law his/her property? enforcement And/or has it had the effect of: authorities • Hostile environment at school for target? Refer to Board policy, YES or student handbook, Determine disciplinary • Infringement on student's rights at school? code of conduct consequences, alternative discipline remediation, and/or other interventions If not bullying, has there been substantial disruption of the instructional program or operations at the school? Notify parents of target and bully Counseling/referral/if suitable Refer to Board policy, student handbook, code of conduct **IF APPEALED** \* Exception: employee reports must be in writing to the principal and may not be made anonymously.

Respond to Appeal

NEPN/NSBA Code: JICK-E4