

STUDENT HARASSMENT / BULLYING / CYBERBULLYING PREVENTION

Cyberbullying, as defined below, is prohibited when such bullying creates or is certain to create a hostile environment on the school campus that is so severe or pervasive as to substantially interfere with the targeted student's educational benefits, opportunities, or performance.

Bullying and harassment is prohibited in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or sanctioned events. Anti-bullying shall be included as a part of the health education curriculum as set forth in 6.29.6.8 NMAC.

Definitions

- "Harassment" means knowingly pursuing a pattern of conduct that is intended to annoy, alarm or terrorize another person.
- "Bullying" by another student means any repeated and pervasive written, verbal or electronic expression, physical act or gesture, or a pattern thereof, that is intended to cause distress upon one (1) or more students in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or sanctioned events. Bullying includes, but is not limited to, hazing, harassment, intimidation or menacing acts of a student which may, but need not be based on the student's race, color, sex, ethnicity, national origin, religion, disability, age or sexual orientation.
- "Cyberbullying" means electronic communication that:
 - targets a specific student;.
 - is published with the intention that the communication be seen by or disclosed to the targeted student;
 - is in fact seen by or disclosed to the targeted student; and
 - creates or is certain to create a hostile environment on the school campus that is so severe or pervasive as to substantially interfere with the targeted student's educational benefits, opportunities or performance.

Licensed school employees shall complete training on how to recognize signs that a person is being harassed, bullied or cyberbullied and shall be responsible for reading and understanding this policy.

A licensed school employee who has information about or a reasonable suspicion that a person is being harassed, bullied or cyberbullied shall report immediately to

the school principal, an administrator, the superintendent or any of these school officers.

Any school administrator who receives a report of harassment, bullying, or cyberbullying shall take immediate steps to ensure a prompt investigation of the report and shall take prompt disciplinary action in response to these acts upon confirmation of the occurrence through such investigation. Such action may include the least restrictive means necessary to address a hostile environment on the school campus resulting from confirmed harassment, bullying or cyberbullying that include;

- ◆ · · counseling,
- ◆ · · mediation,
- ◆ · · discipline up to expulsion, in addition to other civil and criminal prosecution. These punishments may be in addition to any customary discipline that the District presently dispenses.

Where disciplinary action is necessary, District policies and regulations pertaining to permissible penalties and procedures shall be followed as in policy.

It is the express policy of the Board to encourage people to report claims of harassment, bullying, or cyberbullying and there shall be no adverse action taken against a person for reporting a complaint of prohibited conduct when the person has a good faith belief that the accused person committed or is committing the harassment, bullying, or cyberbullying. Any person who knowingly makes a False Accusation/False Report pursuant to this Policy may be subject to disciplinary action up to and including suspension and expulsion with regard to students, or up to and including discharge or termination with regard to employees.

Adopted: date of manual adoption

LEGAL REF.: [22-2-21 NMSA](#)
[28-1-2 NMSA](#) *et seq.*
[6.12.7.8 NMAC](#)
[6.29.6.8 NMAC](#)

CROSS REF.: [AC](#) - Nondiscrimination/Equal Opportunity
[ACA](#) - Sexual Harassment
[JB](#) - Equal Educational Opportunities
[JIC](#) - Student Conduct
[JII](#) - Student Concerns, Complaints, and Grievances
[JK](#) - Student Discipline

[JKD](#) - Student Suspension/Expulsion
[KE](#) - Public Concerns and Complaints