

Kern High School District (KHSD) Policy To Stop Bullying

The Kern High School District believes that all students have a right to a safe and healthy school environment and will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass or bully based on actual or perceived characteristics, another student through words or actions. A student is subject to disciplinary action for any severe or pervasive act (physical/verbal/cyber) which has the effect of causing a reasonable pupil to experience a substantially detrimental effect on his/her physical or mental health, causing a substantial interference with his/her ability to participate in or benefit from the services, activities, or privileges provided by a school.

In an effort to prevent bullying on school campuses, the Kern High School District will offer staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff. Teachers should discuss this policy with their students in relevant ways and assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

The Kern High School District expects students and/or staff to immediately report incidents of bullying to the principal or designee; such reporting will not reflect on the victim or witnesses in any way. Staff members are expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying should be promptly investigated. The school will make reasonable efforts to keep a report of bullying and the results of the investigation confidential. This policy applies to students on school grounds, while attending or traveling to and from school or a school-sponsored activity, and during the lunch period whether on or off campus.

The first step in the complaint process for a bullying incident includes immediate contact with the Dean of Students or his/her designee. If this fails to bring about a resolution, the Assistant Principal or Principal should be notified. If the complainant student or parent/guardian of the student feels that an appropriate resolution of the investigation or complaint has not been reached, the student or parent/guardian of the student should contact the KHSD Office of Pupil Personnel Services. If this fails to bring about a resolution, the complainant may complete a written complaint form detailing the incident and what needs to be done to bring a resolution to the concern. This will be submitted to the School Community Liaison Officer who will direct it to the appropriate Uniform Complaint Officer for follow-up investigation under the Uniform Complaint Procedures (BP/AR 1312.3). The KHSD prohibits retaliatory behavior against any complainant or any participant in the complaint process.

All staff, students and their parents will receive this policy prohibiting bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of the new orientation, and the policy will be posted on the District website under Parent's Page. A form for reporting bullying or other safety issues is also available on the KHSD website.