



## Anti-Bullying Policy

The San Leandro Unified School District community recognizes that schools must be physically and emotionally safe for all students in order to promote and support academic achievement, responsible citizenship, and student attendance. The San Leandro Unified School District will not tolerate behavior that infringes on the safety and emotional well-being of any student or adult. The Board Policy 5131.2 affirms that all students and staff have a right to safe and supportive school environments, free from discrimination, intimidation, harassment, and bullying based on actual or perceived characteristics and disability, gender, gender identity, gender expression, genetic information, nationality, race or ethnicity, ancestry, national origin, age, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics, or any type of bullying behavior including on-line bullying (cyber bullying).

- All administrators, counselors, teachers, and staff will discuss this policy with their students in an age-appropriate manner and should assure students that they need not endure any form of bullying.
- All classified and certificated staff of the San Leandro Unified School District must immediately report incidents of bullying to the principal or designee.
- All classified and certificated staff members are expected to immediately intervene when they see a bullying incident occur.
- All students should report incidents to any adult staff member. Use the Student Bullying Report Form E 5131.2 available at all school sites and on district website.
- Reports of bullying will be promptly investigated. Site administrators are responsible for an annual review of this policy with all classified and certificated staff, and will ensure that the policy is visibly posted and supported with training as needed.
- Any allegation of bullying that involves sexual harassment and the results of the investigation, shall be kept confidential to the extent reasonably possible.

Students, parents and staff members, who observe or experience any incident of bullying, must report it to an adult and are also encouraged to complete a "Student Bullying Report Form" available at all of our schools, in the back of this handbook, and on the Student Support Services webpage.

*"Bullying", as legally defined by California education code 48900(r), is any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act (Cyberbullying).*

*"Cyberbullying" is defined as: bullying committed by means of an electronic act, the transmission of a communication, including but not limited to, a message, text, sexting (texting or images of a sexual nature), sound, or image by means of an electronic device, including but limited to, a phone, wireless telephone, or other wireless communication device, computer, or pager. Sending insulting or threatening messages by phone, e-mail, Web sites, or any other electronic or written communication is also included.*

Bullying that is aggressive, unwanted or unwelcomed by an individual or groups of individuals who ridicule, harass, humiliate, or intimidate another while on school grounds, at a school sponsored activity, while traveling to or from

school, on a school bus, during any activity related to school attendance, or that is directed against school district personnel or students and that constitutes sexual harassment, hate violence or creates a hostile educational environment will not be tolerated.

Bullying behaviors may include, but are not necessarily limited to the following:

1. Verbal: Hurtful name-calling, teasing, gossiping, making threats, making racial slurs or epithets, making rude noises, put downs for sexual orientation, gender discrimination or spreading hurtful rumors.
2. Nonverbal: Posturing, making gang signs, leering, staring, stalking, destroying property, insulting or threatening notes, using graffiti or graphic images, or exhibiting inappropriate and/or threatening gestures or actions.
3. Physical: Hitting, punching, pushing, shoving, poking, kicking, tripping, strangling, hair pulling, fighting, beating, "pantsing", pinching, slapping, biting, spitting, or destroying property.
4. Emotional-(Psychological): Rejecting, terrorizing, extorting, defaming, intimidating, humiliating, blackmailing, manipulating friendships, isolating, shunning, ostracizing, using peer pressure, or rating or ranking personal characteristics.

**Students who bully are in violation of these guidelines and are subject to disciplinary action up to and including expulsion (Education Code 48900(r)).**