

Williamson County Board of Education

**Adopted Date:**

11/21/05
Rev. 4/16/12; 8/15/16;
Editorial 10/17/16

6.3032

BULLYING
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1 Bullying and bullying-related behaviors (e.g. cyber-bullying, intimidation, hazing, harassment, etc.)
2 are unacceptable behaviors, are strictly prohibited, and will not be tolerated. Students found to be
3 acting in violation of this policy shall be subject to discipline, up to and including suspension or
4 expulsion.
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6 Principals shall be responsible for publicizing this policy, including notice to students and
7 employees that this policy applies to behavior at all school-sponsored activities. All WCS
8 employees shall be responsible for implementation of this policy.
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10 Each school shall implement a bullying awareness program.
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12 DEFINITIONS

13 **Bullying:** Bullying is defined by Tennessee law as any act that substantially interferes with a
14 student's educational benefits, opportunities or performance, and has the effect of:
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- 16 1) Physically harming a student or damaging a student's property;
- 17 2) Knowingly placing the student or students in reasonable fear of physical harm to the student
18 or damage to the student's property;
- 19 3) Causing emotional distress to a student or students; or
- 20 4) Creating a hostile educational environment.
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22 **Hazing:** Hazing is defined by Tennessee law as any act that recklessly or intentionally endangers
23 the mental health, physical health or safety of a student for the purpose of initiation, or as a
24 condition of attaining membership in, or affiliation with, any school-sponsored activity or grade level
25 attainment.
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27 EXAMPLES

28 Examples of acts which may be considered bullying include, but are not limited to:
29

- 30 1) Overt, repeated acts or gestures made with the intent to harass, ridicule, humiliate, or harm;
- 31 2) Physical or psychological intimidation;
- 32 3) Stated or implied threats;
- 33 4) Use of any language, written or unwritten, hand gestures or other forms of expression
34 aimed at defining a student in a sexual manner or impugning the character of a student
35 based on allegations of sexual promiscuity;
- 36 5) Assault of a student, whether physical, verbal, psychological, or emotional;
- 37 6) Attacks on personal property; and
- 38 7) Communication of any of the above, or an intent to undertake any of the above, whether
39 made in person or by electronic device.
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1 Examples of acts which may be considered hazing include, but are not limited to:

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- 3 1) Forced consumption of any drink, alcoholic beverage, drug or controlled substance;
- 4 2) Forced exposure to the elements;
- 5 3) Forced prolonged exclusion from social contact;
- 6 4) Sleep deprivation;
- 7 5) Forced requirement or encouragement of the wearing or carrying of any obscene or
- 8 physically burdensome article;
- 9 6) Assignment of pranks to be performed;
- 10 7) Other such activities intended to degrade, embarrass and ridicule, humiliate; and
- 11 8) Any other forced activity that could adversely affect the mental or physical health or safety
- 12 of a student, or staff member.
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15 Acts may be found to be in violation of this policy whether they are committed in person, in writing,
16 through an agent or intermediary, or communicated or undertaken through electronic means.

18 **REPORTING AND INVESTIGATION PROCEDURE**

19 Each school shall have a reporting procedure which is easily accessed and readily understandable.
20 A bullying offense may be reported by any person. Anonymous reports may be made; however,
21 disciplinary action may not be taken solely on the basis of an anonymous report.

22 Reports shall be made to the Principal, an Assistant Principal or a teacher. All reports shall be
23 promptly forwarded to either the Principal or an Assistant Principal.

24 Either the Principal or an Assistant Principal shall, within forty-eight (48) hours of receiving the
25 report, investigate and evaluate the merits of the report.

26 Following the investigation, but no later than twenty (20) calendar days from the date of the report,
27 the Principal or Assistant Principal shall:

- 28 1. Initiate any interventions that are appropriate, and
- 29 2. Make available to the students involved counseling and any other support services deemed
30 appropriate.
- 31

32 The Principal or Assistant Principal shall also notify the parents of the students involved, and shall
33 inform the parents that counseling and any other support services are available.

34 **PROHIBITION AGAINST FALSE CLAIMS**

35 Students and employees are prohibited from intentionally submitting a statement they know to be
36 false or intentionally falsely accusing another of bullying or bullying-related behavior. Any student
37 or employee violating this prohibition shall be disciplined.

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1 **PROHIBITION AGAINST RETALIATION**

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3 Retaliation against a victim, witness, or person with reliable information for reporting a bullying
4 offense or for providing information in any manner is strictly prohibited. Any student or employee
5 violating this prohibition shall be disciplined.
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44 Legal References:
45 TCA 49-2-207
46 TCA 49-6-1014, et. seq.

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48 Cross References:
49 6.304 Anti-Harassment
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