

Bullying Policy – Domus Schools

Overview

The Domus Schools (Trailblazers Academy and Stamford Academy) are committed to creating and maintaining an educational environment free from bullying, harassment and discrimination. In accordance with the respective school's policy and procedure manual and protocols, the state law and in conjunction with the (respective) school's Safe School Climate Plan, we document the school policy regarding bullying.

Domus Schools expressly prohibits any form of bullying on school grounds, at school sponsored events (whether on school ground or not), at the bus stop or on the bus, or through an electronic device that is owned, leased or used by the Domus schools.

Further Domus Schools prohibits any form of bullying outside of the school setting if such bullying; (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the students against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of the school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

In accordance with School policies and state and federal law, students who engage in bullying will be subject to school discipline, including suspension and expulsion.

Definition

For the purposes of this policy, **bullying** shall mean the repeated use by one or more students of a written, verbal, or electronic communication, such as cyberbullying, or a physical act or gesture directed at another student attending at the same school that:

1. causes physical or emotional harm to such student or damage to such student's property;
2. places such student in reasonable fear of harm to him or herself, or damage to his or her property;
3. creates a hostile environment at school for such student;
4. infringes on the rights of such student at school; or
5. substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental physical, developmental or sensory disability, or by

association with an individual or group who has or is perceived to have one or more of such characteristics.

For the purposes of this policy, **Cyberbullying** means any act of bullying through the use of the internet, interactive and digital technologies, cellular or mobile telephone or other mobile devices or electronic communications.

Procedures

The Chief Education Officer and/or his designee will be responsible for the establishment, implementation and administration of the bullying policies and procedures.

Accordingly each school Director will:

- Create a Safe School Climate Plan that includes a specific policy regarding bullying and entitle the policy “safe school climate plans”.
- Designate a Safe School Climate Specialist who will oversee all aspects of bullying in each school.
- Train annually all employees and outside service providers that visit the school and/or provide services for the school.
- Maintain a publicly available list of bullying incidents.
- Report the incidents to the State Department of Education annually, as requested and required.

Actions:

Each school’s safe climate plan will include a process which:

- Enables students to report anonymously acts of bullying to school employees.
- Requires that students and families be notified annually of the process by which anonymous reports can be made
- Enables parents/guardians to file written reports of bullying.
- Requires school employees who witness acts of bullying or receive reports of bullying to orally notify the School Climate Specialist or another school administrator if the School Climate Specialist is unavailable, not later than one school day after such employee witnesses or receives a report of bullying and to file a written report no later than two school days after making the oral report.
- Requires the Safe School Climate Specialist to promptly investigate or supervise an investigation and insure that the investigation is completed.
- Establishes a reasonable deadline for the investigation and deliberation of such a complaint.
- Requires the School Climate Specialist to review any anonymous report (except that no disciplinary action shall be taken based solely on an anonymous report).
- Include a prevention and intervention strategy , as defined by this policy and the Safe School Climate Plan for school employees to deal with bullying

- Provide for the inclusion of language in the student code of conduct concerning bullying.
- Requires schools to notify both parents/guardians, within 48 hours of notification, of students who commit any verified acts of bullying and the parents/guardians of any students whom such acts were directed and not later than 48 hours after the completion of the investigation.
- Invites the parents of the student who commits the act and the parents/guardians of the student against whom the acts have been committed to the school to ensure the safety of all parties.
- Report immediately to the police any acts which violate the law.

Legal References

Public Act 11-232, *an Act Concerning the Strengthening of School Bullying Laws*

Conn. Gen. Stat. – 10-145a

Conn. Gen. Stat. – 10-145o

Conn. Gen. Stat. – 10-220a

Conn. Gen. Stat. – 10-222d

Conn. Gen. Stat. – 10-222g

Conn. Gen. Stat. – 10-222h