

STUDENTS and STAFF  
BULLYING AND HARASSMENT POLICY

Guiding Principle      The Providence School Board believes that preventing bullying and/or harassment is critical for creating and maintaining a safe, secure, positive school climate and culture, which supports academic achievement,

employment, by creating a hostile, humiliating, intimidating, or offensive educational or work environment. A victim may also be someone reasonably affected by conduct directed toward another individual.

**Quid Pro Quo** Sexual Harassment occurs when a PPSD employee or a student explicitly or implicitly conditions participation in an education program or activity or bases an educational decision on the student's submission to sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, whether or not the student submits to the conduct. Quid pro quo sexual harassment also occurs when a PPSD employee conditions a PPSD employee's employment on submission to sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature or as a basis for an employment decision (including but not limited to promotion, demotion, alteration of duties or hours, or performance reviews).

Cyberbullying

“Traveling to or from school (portal to portal)” also includes, but is not limited to (henceforth “including”), on a school bus or other school related-vehicle (including using a district-issued bus pass), at official school bus stops, and walking to or from school within a reasonable time before or after school hours.

Bullying or harassment, including cyberbullying or cyber-harassment, that is not initiated at a location defined above is covered by this policy if the incident results in a potentially substantial disruption of the school learning environment for one or more individuals and/or the orderly day-to-day operations of any school or school program.

#### Reporting and Investigations

Each member of the PPSD community is responsible for reporting knowledge of any behaviors covered in this Policy or credible information that such an act has taken place. A specific person responsible for receiving and following up on such reports for a school building shall be identified by the superintendent or his designee at the beginning of each school year, and such person shall coordinate and timely report investigative findings to the District-wide Title 9/Equity coordinator also designated by the superintendent or his designee.

If a report of cyberbullying and/or cyber-harassment concerning an incident initiated outside the Scope (as defined above), such report will be investigated by the Superintendent to determine if the incident(s) resulted in a potentially substantial disruption of the school learning environment for one or more individuals and/or the orderly day-to-day operations of any school or school program.

#### District Procedures

The Superintendent shall define “Guidelines and Procedures to Implement the Bullying and Harassment Policy and Dating Violence Policy.”

The Superintendent shall provide age-appropriate guidelines for each school for reporting and investigating incidents of bullying or harassment. Specific persons responsible for receiving and following up on reports will be identified in these procedures. Such guidelines will include a standardized reporting form to be used by any member of the PPSD community. The purpose of such a reporting form is to trigger an investigation, which protects the safety of the target, bystanders, and/or concerned family/guardian/community members.

These guidelines shall include clear guidelines as to when and how reports on bullying or harassment should be made to law enforcement for investigation into possible criminal charges.

Within the requirements of FERPA, the Guidelines and Procedures to Implement the Bullying and Harassment Policy and Dating Violence Policy shall include a specific amount of time within which parents will be informed of a complaint and a specific amount of time for investigations to be completed.

Additionally, the Guidelines and Procedures to Implement the Bullying and Harassment Policy and Dating Violence Policy shall also include a plan for communicating with parents/guardians, professional development



R.I.G.L. section 6-38-1.1 (Sex Discrimination)  
R.I. Gen. Laws section 42-112-1 et seq. (Rhode Island Civil Rights Act of 1990)  
RI 28-5-1 et seq. (Labor Employment Practices; State Fair Employment Practices)  
RI 42-28-1 et seq. (Hate Crimes) (racial, religious, ethnic, sexual orientation, gender or disability prejudice)  
R.I.G.L. section 16-38-1 et seq. and 16-38-1.1 et seq. (Relating to age, race and sex discrimination in education)  
R.I.G.L. section 42-87-1 et seq.; (The Civil Rights of People With Disabilities Act)  
R.I.G.L. section 42-80.1-1 et seq. (The Religious Freedom Restoration Act)  
R .I. G. L. section 11-52-4.2, § 11-52-4.3 (criminal statutes relating to cyber crimes)  
R.I.G.L section 11-21-1 (RI Hazing Law)  
US Civil Rights Act of 1964, Title VI (Discrimination in Education based on Race, Color, or National Origin)  
US Civil Rights Act of 1964, Title VII (Employment Discrimination Based

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