

**DESCRIPTOR TERM:****Students****Millard District Policy  
File Code: 6105****2<sup>nd</sup> Reading: 09-14-23****BULLYING, CYBERBULLYING, HAZING, AND ABUSIVE CONDUCT****Purpose**

~~The purpose of the policy is to eliminate all types of bullying and hazing by and against students and employees of the Millard School District. This will be accomplished through awareness efforts, training, identification, and disciplinary action (both students and employee) against those who violate this policy.~~

**Publication**

~~A copy of this policy shall be included in the district postal mailing and available on the Millard School District website.~~

**A. Definitions**

1. "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine:
  - a. is intended to cause intimidation, humiliation, or unwarranted distress;
  - b. results in substantial physical or psychological harm as a result of intimidation, humiliation, or unwarranted distress; or
  - c. exploits an employee's known physical or psychological disability
  - d. a single act does not constitute abusive conduct, unless it is an especially severe and egregious act that meets the standard under Subsection (1)(a),(b), or (c).
2. Bullying: In general, bullying is aggressive behavior that is intended to cause distress and harm, exists in a relationship where there is an imbalance of power and strength, and is repeated over time. As specifically defined for this policy, "Bullying" means intentionally or knowingly committing a written, physical, or verbal act against a school employee or student that a reasonable person under the circumstances should know or reasonably foresee will have one of the following effects:
  - a. Causing physical or emotional harm to the school employee or student;
  - b. Causing damage to the school employee's or student's property;

- c. Placing the school employee or student in reasonable fear of:
    - I. Harm to the school employee's or student's emotional well-being;  
or
    - II. Damage to the school employee's or student's property.
  - d. Creating a hostile, threatening, humiliating, or abusive educational environment due to:
    - I. The pervasiveness, persistence, or severity of the actions; or
    - II. A power differential between the bully and the target; or
  - e. Substantially interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities, or benefits.
3. "Communication" means the conveyance of a message, whether verbal, written, or electronic.
4. ~~Cyber-Bullying" means: Using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication. In addition, any communication of this form that is generated off-campus but causes or threatens to cause a material and substantial disruption at school or interference with the rights of students to be secure may also be considered cyber-bullying.~~
- a. Using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.
  - b. In addition, any communication of this form that is generated off-campus but causes or threatens to cause a material and substantial disruption at school or interference with the rights of students to be secure may also be considered cyber-bullying.

5. “Hazing” means intentionally or knowingly, or recklessly committing an act or causing another individual to commit an act toward a school employee or student that:

a. Meets one of the following:

- I. Endangers the mental or physical health or safety of a school employee or student; or
  - II. Involves any brutality of a physical nature, including whipping, beating, branding, excessive calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
  - III. Involves consumption of any food, alcoholic product, drug, or other substance or other physical activity that endangers the mental or physical health and safety of a school employee or student; or
  - IV. Involves any activity that would subject a school employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects a school employee or student to extreme embarrassment, shame, or humiliation; and either
- b. Is committed for the purpose of initiation into, admission into, affiliation with, holding office in, or as a condition for membership in a school or school sponsored team, organization, program, club or event; or
- c. Is directed toward a school employee or student whom the individual who commits the act knows, at the time the act is committed, is a member of, or candidate for membership in, a school or school sponsored team, organization, program, club, or event in which the individual who commits the act also participates.
- d. The conduct described above constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

~~Utah Admin. Code R277-613-1 (2013)~~

~~Utah Code Ann. §76-5-107.5 (2011)~~

~~Utah Code Ann. §53A-11a-102(1) to (5) (2017)~~

Utah Admin. Rules R277-613-2 (May 24, 2022)

Utah Code § 76-5-107.5 (2022)

Utah Code § 53G-9-601(1) to (5) (2023)

6. “Incident” means one or more infractions committed by a student or a group of students acting in concert, at the same time and place.

*Utah Admin. Rules R277-613-2 (May 24, 2022)*

7. “Infraction” means an act of prohibited behavior.

*Utah Admin. Rules R277-613-2 (May 24, 2022)*

8. “Retaliate” means an act or communication intended:
- a. as retribution against a person for reporting bullying, cyberbullying, abusive conduct, or hazing; or
  - b. to improperly influence the investigation of, or the response to, a report of bullying, cyberbullying, abusive conduct, or hazing.

~~*Utah Code Ann. §53A-11a-102 (6) (2017)*~~

*Utah Code § 53G-9-601(9) (2023)*

9. “School employee” means:

- ~~a. school teachers;~~
- ~~b. school staff;~~
- ~~c. school administrators; and~~
- ~~d. all others employed or authorized as volunteers, directly or indirectly, by the school, school board, or school district.~~
- e. school administrators, teachers, and staff members, as well as others employed or authorized as volunteers, directly or indirectly, by the school, school board, or school district and who works on a school campus.

*Utah Code § 53G-9-601(11) (2023)*

10. “Volunteer” means a non-employee with significant, unsupervised access to students in connection with a school assignment.

*Utah Admin. Rules R277-613-2 (May 24, 2022)*

## **B. Bullying and Abusive Conduct Prohibited**

- 1. ~~No school employee or student may engage in bullying and/or abusive conduct of a school employee or student; on school property, at a school related or sponsored event, on a school bus, at a school bus stop, or while the student is traveling to or from a school location or school related or sponsored event. No student may engage in abusive conduct.~~
- 2. Students who engage in bullying and/or abusive conduct are in violation of this policy and verified violations shall result in disciplinary action up to and including expulsion, consistent with the school district’s Safe Schools policy (6090).
- ~~3. School employees who engage in bullying and/or abusive conduct are in violation of this policy and verified violations shall result in disciplinary action up to and including termination, consistent with the school district’s Orderly Termination policy (4170-4180).~~

4. Anonymous reports of bullying and/or abusive conduct alone cannot constitute the basis for formal disciplinary action.
5. The school or District may also report individuals who engage in bullying or abusive conduct to law enforcement if that is permitted by ~~Utah Code 53A-11-911.~~ [Utah Code § 53G-8-211.](#)

~~Utah Code Ann. § 53A-11a-301 (2013)~~

~~Utah Admin. Code R277-613-1 (2011)~~

[Utah Code § 53G-9-605 \(2019\)](#)

*Utah Admin. Rules R277-613-4(1)(a) (May 24, 2022)*

*Utah Admin. Rules R277-613-7 (May 24, 2022)*

### C. Hazing and Cyberbullying Prohibited

1. No school employee or student may engage in hazing or cyberbullying of a student ~~or employee~~ at any time or at any location.
2. Students who engage in hazing or cyberbullying are in violation of this policy and verified violations shall result in disciplinary action up to and including expulsion, as well as suspension or removal from a school-sponsored team or activity, including school sponsored transportation, consistent with the school district's Safe Schools policy (6090).
3. ~~School employees who engage in hazing or cyberbullying are in violation of this policy and verified violations shall result in disciplinary action up to and including termination, consistent with the school district's Orderly Termination policy (4170-4180).~~
4. The school may also determine to break up or dissolve a team, organization, or other school-sponsored group for hazing violations by its members.
5. Anonymous reports of hazing or cyberbullying alone cannot constitute the basis for formal disciplinary action.
6. The school or District may also report individuals to law enforcement ~~if that is permitted by~~ [Utah Code § 53G-8-211.](#)

~~Utah Code Ann. § 53A-11a-301 (2017)~~

~~Utah Admin. Code R277-613-4 (2013)~~

[Utah Code § 53G-9-605 \(2019\)](#)

*Utah Admin. Rules R277-613-4(1)(a) (May 24, 2022)*

### D. Retaliation Prohibited

1. ~~No school employee or student may engage in retaliation against a school employee, a student, or an investigator for, or witness of, an alleged incident of bullying, harassment abusive conduct, cyberbullying, hazing, or retaliation against a school employee or student.~~  
an alleged incident of bullying, cyber-bullying, hazing, or retaliation against a school employee or student, or an alleged incident of abusive conduct.
2. Students who engage in such retaliation are in violation of this policy and are subject to disciplinary action up to and including expulsion, consistent with the school district's Safe Schools policy (6090).
3. Anonymous reports of ~~bullying, harassment, cyberbullying, or~~ retaliation alone cannot constitute the basis for formal disciplinary action.
4. ~~School employees who engage in retaliation are in violation of this policy and verified violations shall result in disciplinary action up to and including termination, consistent with the school district's Orderly Termination policy (4170-4180).~~

The school shall inform school employees and students who have reported being subject to ~~bullying, abusive conduct, cyberbullying, or hazing and the students' parents that retaliation is prohibited and shall encourage the school employees, students and parents to be aware of and to report any subsequent problems or new incidents.~~  
bullying, cyber-bullying, or hazing and these students' parents that retaliation is prohibited and shall encourage the students and parents to be aware of and to report any subsequent problems or new incidents.

*Utah Code § 53G-9-605 (2019)*

*Utah Admin. Rules R277-613-4(1)(a), (5) (May 24, 2022)*

~~*Utah Code Ann. § 53A-11a-301 (2017)*~~

~~*Utah Admin. Code R277-613-1,4.E (2013)*~~

## **E. Making a False Report Prohibited**

1. ~~No school employee or student may knowingly make a false allegation of bullying, cyberbullying, hazing, or retaliation against a school employee or student.~~
2. Students who engage in making such false allegations are in violation of this policy and are subject to disciplinary action up to and including expulsion, consistent with the school district's Safe Schools policy (6090).

*Utah Code § 53G-9-605(3)(d) (2019)*

*Utah Admin. Rules R277-613-4(1)(a) (May 24, 2022)*

3. ~~School employees who engage in making such false allegations are in violation of this policy and verified violations shall result in disciplinary action~~

~~up to and including termination, consistent with the school district's Orderly Termination policy (4170-4180).~~

~~Utah Admin. Code R277-613-1 (2009)~~

## F. Action Plan

1. ~~Upon receipt of a reported incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, the school principal or designee shall determine the actions which are required to appropriately respond under this policy and to properly address and redress the conduct.~~ Upon receipt of a reported incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, the school principal or designee shall promptly review and investigate the allegations. This investigation shall include interviewing the alleged targeted individual, the individual alleged to have engaged in prohibited conduct, the parents of the alleged target and alleged perpetrator, any witnesses to the conduct, school staff familiar with the alleged victim, and school staff familiar with the alleged perpetrator. The principal or designee may also review physical evidence, including but not limited to video or audio recordings, notes, email, text messages, social media, and graffiti. The principal or designee shall inform any person being interviewed that the principal or designee is required to keep the details of the interview confidential to the extent allowed by law and that further reports of bullying will become part of the investigation.

*Utah Admin. Rules R277-613-5(2), (3), (4) (May 24, 2022)*

2. When the available information indicates that an infraction may also constitute a civil rights violation, the principal or designee shall also investigate that possible violation and take such disciplinary or other action as may be warranted.

*Utah Admin. Rules R277-613-5(6) (May 24, 2022)*

3. When it is determined that a student has been bullied, cyberbullied, or hazed, this plan of action should include consideration of what support, counseling, or other assistance the student may need to prevent such mistreatment from adversely affecting the student's ability to learn and function in the school setting.

*Utah Code § 53G-9-605(3)(g) (2019)*

4. The plan of action may include supporting involved students through trauma-informed care practices, if appropriate, as defined in Utah Admin. Rules R277-613-2(15).

*Utah Admin. Rules R277-613-5(7) (May 24, 2022)*

5. The plan of action may also include positive restorative justice practice action, if permitted. Restorative justice practice is a discipline practice that brings together students, school personnel, school families, and community members to resolve

conflicts, address disruptive behaviors, promote positive relationships, and promote healing. An alleged targeted student is *not* required to participate in a restorative justice practice with an alleged perpetrator. If the principal or designee desires to have a student participate, the principal or designee shall first inform that student's parent about the restorative justice practice and obtain the parent's consent prior to such participation.

*Utah Admin. Rules R277-613-2(12) (May 24, 2022)*

*Utah Admin. Rules R277-613-5(7) (May 24, 2022)*

6. If any retaliation occurs, the principal or designee shall take strong responsive action against it, including but not limited to providing assistance to any targeted individual and his or her parent in reporting subsequent problems and new incidents.

*Utah Admin. Rules R277-613-4(5) (May 24, 2022)*

7. The principal or designee shall follow up with parents of all students involved (victim or perpetrator), informing parents when an investigation is concluded, what safety measures will be in place for their child as determined by the investigation, of additional information about the investigation to the extent consistent with the Family Educational Rights and Privacy Act of 1974 ("FERPA"), and of any available appeal options if a parent disagrees with the resolution of the investigation.

*Utah Admin. Rules R277-613-5(10) (May 24, 2022)*

## 8. Training and Education

- ~~1. Each school shall establish procedures for training school employees, volunteers and students to recognize and prevent bullying, abusive conduct, cyberbullying, hazing, or retaliation. Training to students, staff, and volunteers shall include:~~
  - ~~a. Training specific to overt aggression that may include physical fighting such as punching, shoving, kicking, and verbally threatening behavior, such as name calling, or both physical and verbal aggression or threatening behavior;~~
  - ~~b. Training specific to relational aggression or indirect, covert, or social aggression, including rumor spreading, intimidation, enlisting a friend to assault a child, and social isolation;~~
  - ~~c. Training specific to prohibitions against bullying or hazing of a sexual nature or with sexual overtones;~~
  - ~~d. Training specific to cyber bullying, including use of email, web pages, text messaging, instant messaging, three-way calling or messaging or any other electronic means for aggression inside or outside of school;~~



- ~~2. In addition to training school employees and educating students mentioned above, all volunteer coaches, employees, and students involved in any extra-curricular activity shall:
 
  - ~~a. Complete bullying, cyberbullying, abusive conduct, and hazing prevention training prior to participation;~~
  - ~~b. Repeat bullying, cyberbullying, abusive conduct, and hazing prevention training at least every three years;~~
  - ~~c. Be informed annually of the prohibited activities list provided previously in this Policy and the potential consequences for violation of this Policy.~~~~
- ~~3. The content of this activity training shall be developed in collaboration with the Utah High School Activities Association (UHSAA) and the training shall also be provided in collaboration with UHSAA. The school shall obtain and keep signature lists of the participants in the UHSAA training.~~
- ~~4. Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying, hazing, or cyberbullying.~~

~~Utah Code Ann. § 53A-11a-301 (2013)~~

Each school shall establish procedures for training school employees, coaches, volunteers and students on bullying, cyber-bullying, hazing, retaliation, or abusive conduct. The principal or designee shall be the point person to assist, direct, and supervise training on these matters.

Training to students, staff, and volunteers shall:

1. Include information on:
  - a. Bullying, cyber-bullying, hazing, retaliation, and abusive conduct;
  - b. Discrimination under Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act of 1990;
  - c. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are different from discrimination and may occur separately from each other or in combination,
  - d. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are prohibited based on the students' or employees' actual or perceived characteristics, including race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or other physical or mental attributes, or conformance or failure to conform with stereotypes, and
  - e. The right of free speech and how it differs for students, employees, and parents;

2. Complement the suicide prevention program required for students and the suicide prevention training required for licensed educators; and
3. Include information on when issues relating to these standards may lead to employee or student discipline.

*Utah Admin. Rules R277-613-4(6) (May 24, 2022)*

*Utah Admin. Rules R277-613-5(1)(c) (May 24, 2022)*

*Utah Admin. Rules R277-605-6(4) (July 22, 2022)*

This training shall be provided to all new employees, coaches, and volunteers within the first year of service and shall be provided to all employees, coaches, and volunteers at least once every three years after the initial training.

*Utah Admin. Rules R277-613-4(7) (May 24, 2022)*

*Utah Admin. Rules R277-605-6(4) (July 22, 2022)*

In addition to training school employees and educating students mentioned above, all volunteer coaches, employees, and students involved in any curricular athletic program or any extra-curricular club or activity shall:

- a. Complete bullying, cyber-bullying, harassment, hazing, and abusive conduct prevention training prior to participation;
- b. Repeat bullying, cyber-bullying, harassment and hazing prevention training at least every three years;
- c. Be informed annually of the prohibited activities list provided previously in this Policy and the potential consequences for violation of this Policy.

The content of this activity training shall be developed in collaboration with the Utah High School Activities Association (UHSAA) and the training shall also be provided in collaboration with UHSAA. The school shall obtain and keep signature lists of the participants in the activity training.

*Utah Admin. Rules R277-613-6 (May 24, 2022)*

*Utah Admin. Rules R277-605-6(4) (July 22, 2022)*

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying, harassment, hazing, or cyber-bullying.

*Utah Code § 53G-9-605 (2019)*

The District may also offer voluntary training to parents and students regarding abusive conduct.

*Utah Code § 53G-9-607(1)(b) (2020)*

The principal or designee responsible for reviewing and investigating allegations of bullying, cyber-bullying, hazing, retaliation, and abusive conduct shall receive training on conducting a review and investigation as provided for in this policy.

*Utah Admin. Rules R277-613-5(1)(b) (May 24, 2022)*

## **9. Assessment**

~~Each school shall regularly (and at least once per year) conduct assessment through student input (surveys, reports, or other methods) of the prevalence of bullying, cyberbullying, and hazing in the school, and specifically in location where~~

~~students may be unsafe and adult supervision may be required such as playgrounds, hallways, and lunch areas.~~

Subject to the requirements of Utah Code § 53E-9-203 regarding parental consent for certain types of inquiries of students, each school shall regularly (and at least once per year) conduct assessment through student input (surveys, reports, or other methods) of the prevalence of bullying, cyber-bullying, and hazing in the school, and specifically in locations where students may be unsafe and adult supervision may be required such as playgrounds, hallways, and lunch areas.

*Utah Admin. Rules R277-613-4(4) (May 24, 2022)*

*Utah Code § 53E-9-203 (2022)*

## 10. Publication and Acknowledgement

1. A copy of this policy shall be included in student conduct handbooks, employee handbooks, shall be provided to the parent or guardian of each student enrolled in the District, and shall be available on the District website.
2. ~~Each student and a parent or guardian of each student enrolled in the District shall annually provide a signed statement stating that the student and parent or guardian has received a copy of this policy.~~ Each student 8 years of age and older and a parent of each student enrolled in the District shall annually provide a signed statement stating that the student and parent has received a copy of this policy; however, such a statement is not a substitute for having met the training requirements of this policy.

*Utah Code § 53G-9-605(3)(h), (4) (2019)*

*Utah Admin. Rules R277-613-4(1)(d), (2) (May 24, 2022)*

## 11. Parental Notification of Incidents

1. The school shall notify the parent or guardian of a student who is involved in an incident of bullying, hazing, cyber-bullying, harassment ~~abusive conduct~~ or retaliation (whether as a perpetrator or victim).
2. The school is also required to notify the parent or guardian of a student who threatens to commit suicide. In addition, the school shall produce and maintain a record that verifies that the parent or guardian was notified of the threats or incidents listed above. The record is a private record for purposes of the Government Records Access and Management Act. ~~The record may not be used by the school for the school's own purposes.~~
3. The process for notifying a parent or guardian shall consist of:
  - a. The school principal or designee shall attempt to make personal contact with a parent or guardian when the school has notice of a threat or incident listed above. It is recommended that the parent be informed of the threat or incident with two school people present. If personal contact

is not possible, the parent or guardian may be contacted by phone. A second school person should witness the phone call.

- b. Contact with the parent or guardian must be documented in a "Verification of Parent or Guardian Contact Regarding Threat or Incident."

(A copy of the "Verification of Parent or Guardian Contact Regarding Threat or Incident" is attached below.) At the request of a parent or guardian, a school may provide information and make recommendations related to an incident or threat.

*Utah Code Ann. §53A-11a-203 (2016)*

The record of parental notification shall be maintained in accordance with the ~~Utah Student Data Protection Act, the Utah Family Educational Rights and Privacy Act, and the Federal Family Educational Rights and Privacy Act ("FERPA").~~ Policy 6170, Policy 6180, Title 53E, Chapter 9, Part 3, Student Data Protection, Title 53E, Chapter 9, Part 2, Student Privacy, and the Federal Family Educational Rights and Privacy Act ("FERPA") A copy of the record of parental notification shall upon request be provided to the student to whom the record relates. After the student has graduated, the District shall expunge the record of parental notification upon request of the student.

*Utah Code Ann. §53A-11a-203 (3) (b) (2016)*

## **12. Report to State Superintendent—**

Each year, on or before June 30, the District shall submit a report to the State Superintendent which includes (1) a copy of the District's bullying policy; (2) confirmation of compliance with the requirement to obtain a signed acknowledgment of the policy from students, parents, and employees; (3) verification of required training regarding bullying, cyber-bullying, hazing, retaliation, and abusive conduct; (4) the number of verified and alleged incidents of bullying, cyber-bullying, hazing, and retaliation; and (5) the number and type of those incidents that either included a student or employee who is part of a federally protected class or was bullied, cyber-bullied, hazed, or retaliated against because of the student's or employee's actual or perceived disability, race, national origin, religion, sex, gender identity, sexual orientation, or other characteristic.

*Utah Admin. Rules R277-613-5(11) (May 24, 2022)*

## **13. Additional Notes**

1. 53A-11a-301 requires that this policy be developed with input from (1) students, (2) parents, (3) teachers, (4) school administrators, (5) school staff, or (6) law enforcement agencies.

2. All information received in a complaint, including the name of the complainant, shall be treated with the utmost confidence to the extent possible. Administrators shall notify complainant before revealing his/her name.

## VERIFICATION OF PARENT OR GUARDIAN CONTACT REGARDING THREAT OR INCIDENT

I, \_\_\_\_\_, principal or principal's designee, contacted  
[Name]

\_\_\_\_\_ on \_\_\_\_\_ and notified him or her that  
[Name of parent or guardian] [Date]

\_\_\_\_\_ has made suicidal threats or was involved in an  
[Name of student]

incident of bullying, hazing, cyberbullying, harassment, or retaliation.

Contact was made:

☐ in person

☐ by telephone (number used: \_\_\_\_\_)

☐ by email (email address used: \_\_\_\_\_)

☐ by other method (specify): \_\_\_\_\_

Notice was given of:

☐ suicide threat

☐ bullying incident

☐ cyber-bullying incident

☐ ~~harassment~~ **abusive conduct** incident

☐ hazing incident

☐ retaliation incident

\_\_\_\_\_, witnessed the contact.  
[Name of school staff member]

\_\_\_\_\_  
Principal or Principal's Designee

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
School Staff Member

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date