

Procedures for Harassment, Hazing or Bullying in RNESU Schools

([Policy JBEAA](#)) 09/16

Contact the school: *Phone Call, E-mail, Face to Face, Written Note*
Include as much information as you know: Who, when, how, where . . .



The Designated Employee (DE) will share the information with Bldg Administrator through a written report



Administrator determines if, according to Prevention of Harassment, Hazing, and Bullying (HHB) [Policy](#) an investigation is warranted. If not warranted, administrator follows [student conduct policy](#) JFC



When an investigation begins, parents will be contacted in writing by the school. The investigation will involve interviews of relevant students and other personnel



All parties will receive a notification of findings.
*The school shall take prompt & appropriate disciplinary &/or remedial action reasonably calculated to stop the behavior & prevent any recurrence *Privacy regulations prohibit the school from sharing information about student consequences. *HHB consequences range from warning, reprimand, education, training, counseling, suspension, &/or expulsion



Definitions

See [Policy](#) for detailed definitions

Bullying: Overt act(s) repeated over time intended to ridicule, humiliate or intimidate

Harassment: Incident(s) based on or motivated by a protected class with the effect of interfering with a student's educational performance

Hazing: Intentional act in connection with initiation intended to have the effect of endangering physical or mental health

Who to contact

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Appeal Process: Parents of both targeted and accused students have various rights of appeal, each of which will be documented in letters parents will receive at the conclusion of the school's initial investigation.