

**Carlisle Public Schools**  
**Anti-Bullying Policy**  
**Policy #08.13.2010**  
**Adopted 04/07/2010, Revised 2/1/12, 2/11/14**

The Carlisle Public Schools will have zero tolerance for bullying. It is the goal of the school to be a safe, effective learning environment, free of bullying or harassment of any kind, for all students. Bullying of any type has no place in a school setting. The Carlisle Public Schools will endeavor to maintain a learning and working environment free of bullying.

Bullying is defined as the repeated use by one or more students or by a member of the school staff including but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extra-curricular activity, or paraprofessional, of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at a target that does one of more of the following:

- Causes physical or emotional harm to the target or damage to the target's property
- Places the target in reasonable fear of harm to him/herself or of damage to his/her property
- Creates a hostile environment at school for the target
- Infringes on the rights of the target at school
- Materially and substantially disrupts the education process or the orderly operation of school

Bullying can create unnecessary and unwarranted attention and anxiety that may affect student self-esteem as well as attending school, walking in corridors, eating in cafeterias, playing in the school yard or recreation areas, participating in or attending special and extracurricular activities, or riding on the bus to and from school each day.

Every child has the right to feel safe at school. Teachers, administrators and supervisors must take action to ensure that bullying **in any form** will not be tolerated, and will be grounds for disciplinary action up to and including suspension and expulsion for students, and termination for employees.

School staff shall immediately report any instance of bullying the staff member has witnessed or become aware of to the school principal or their designee. The District will investigate allegations of bullying. Teachers who observe bullying will address and document the behavior, provide consequences, and refer continuing and serious problems to the principal. The principal will immediately investigate all such complaints and provide appropriate consequences, as outlined in the Carlisle School Bullying Prevention and Intervention Plan and the Administrative Response Rubric for Peer Aggression. The Plan applies to students and members of the school staff including but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extra-curricular activity, or paraprofessional. In addition, teachers, staff, and principals will work with students to encourage them to report all incidents of bullying they observe as bystanders.

LEGAL REF.:

M.G.L. 269:17, 18, 19

Title VII, Section 703, Civil Rights Act of 1964 as amended

Federal Regulation 74676 issued by EEO Commission

Title IX of the Education Amendments of 1972

Board of Education 603 CMR 26:00

SOURCE: MASC