



School Climate & Discipline Department

Anti-Bullying Policy 5.9 Rule Development Board Workshop (2)

September 10, 2019

Presented By

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Bullying Defined

Bullying can be harder to determine than people think. Only thorough investigations can determine if bullying really occurred.

Bullying is the **intentional, repeated, hurtful** action against someone who has **less power**. It must be all three:

- 1) Repeated, involve an
- 2) imbalance of power, and
- be 3) purposeful.



Three Year Review: Summary of Changes

State Statute Mandates

The Hope Scholarship
Program Mandates

Grammatical,
Clarification, and/or DOE
Recommended Changes
from Model Policy



Recommendation: Addition (p.1)

Rationale: Alignment to S. 1006.147, (4)(b), F.S.; S. 1006.147, (3)(a), F.S.

Proposed Language:

1. sexual, religious, or racial/ethnic harassment



Recommendation: Change (p.2)

Rationale: Alignment to S. 1006.147, (3)(b), F.S.

Proposed Language:

B. **“Cyberbullying”** means bullying through the use of technology or any electronic communication, which includes, but is not limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photooptical system, including, but not limited to, electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying includes the creation of a webpage or weblog in which the creator assumes the identity of another person, or the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying. Cyberbullying also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying ~~is defined as the willful and repeated bullying or harassment and/or intimidation of a person through the use of digital technologies or any electronic communication, which includes, but is not limited to, email, blogs, apps texting on cell phones, social websites (e.g., MySpace, Facebook, Twitter, etc.), chat rooms, “sexting”, instant messaging, or video voyeurism, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo electronic system, or photo optical system, including, but not limited to, electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying includes the creation of a webpage or weblog in which the creator assumes the identity of another person, or the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying. Cyberbullying also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying~~ (F.S. 1006.147).



Recommendation: Addition (p.2)

Rationale: Alignment to S. 1006.147, (3)(c), F.S.

Proposed Language:

C. “*Harassment*” means any threatening, insulting or dehumanizing gesture, use of [data](#), technology, computer software, or written, verbal or physical conduct directed against a student or school employee that:



Recommendation: Addition/Clarification (p.3)

Rationale: Alignment to S. 1006.147, (3)(e), F.S.

Proposed Language:

- D. “**Cyberstalking**”, as defined in [s. ~~Florida State Statute~~ 784.048\(1\)\(d\), F.S.](#), means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at or about a specific person, causing substantial emotional distress to that person and serving no legitimate purpose. [Additional definitions in s. 815.03, F.S. are also applicable.](#)



Recommendation: Addition (p.3)

Rationale: Alignment to Nondiscrimination Policy Statement

4001.1 and Federal Regulation 34 C.C.R. 108 and 34 C.F.R. 108.9

Proposed Language:

F. **“Bullying,” “Cyberbullying,” “Harassment,” and “Discrimination”** (hereinafter referred to as bullying, as defined in Section A, for the purpose of this Policy) also encompass, but are not limited to, unwanted harm towards a student or employee in regard to their real or perceived: sex, race, color, religion, national origin, age, disability (physical, mental, or educational), marital status, socio-economic background, ancestry, ethnicity, [genetic information](#), gender, gender identity or expression, linguistic preference, political beliefs, sexual orientation, or social/family background or being viewed as different in its education programs or admissions to education programs and therefore prohibits bullying of any student or employee by any Board member, district employee, consultant, contractor, agent, visitor, volunteer, student, or other person in the school or outside the school at school-sponsored events, on school buses, and at training facilities or training programs sponsored by the District. [The School Board also provides equal access to the Boy Scouts and other designated youth groups](#). For Federal requirements when these acts are against federally identified protected categories, refer to Policy 4001.1.



Recommendation: Change (p.4-14)

Rationale: Alignment to S. 1006.147, (3)(c), F.S.; 1002.40 (2), (3), and(6), 6A-6.0951 The Hope Scholarship Program; 1002.421 F.S.

Proposed Language:

- A. “**Target** Victim” is defined as any Board member, district employee, consultant, contractor, agent, visitor, volunteer, student, or other person in the school or outside the school at school sponsored events, on school buses and at training facilities or training programs sponsored by the District, who is reported to have been the **target** victim of an act of bullying during any educational program or activity conducted by the SBBC.



Recommendation: Change (p.4)

Rationale: Grammatical correction

Proposed Language:

A. The School District prohibits the bullying of any student or school employee:

5. The District does not assume any liability for incidences that occur at a bus stop or en route to and from school, a student or witness can file a complaint following the same procedures for bullying against a student and the school will investigate and/or provide assistance and intervention as the principal/ administrative investigative designee deems appropriate, which may include the use of the school resource officer. The principal/administrative investigative designee shall use all district reporting systems to log all reports and interventions. However, if a student's ability to receive an education or a school's ability to provide an education is significantly impaired, as determined by the school district administration, disciplinary sanctions will be issued, see Section V. A. 1.a of this policy.

B. All administrators, faculty and staff, in collaboration with parents, students and community members, will incorporate systemic methods for student and staff recognition through positive reinforcement for good conduct, ~~self-discipline~~ self-discipline, good citizenship and academic success, as seen in the required school-wide positive behavior plan to address positive school culture and behavior schools are to work with their discipline team and collaborative problem solving team (CPST) to address violence (bullying) prevention and incorporate Response to Intervention (RtI) strategies and interventions in all tier levels. Schools will utilize the Behavior Academic Support Information System (BASIS) to gather school, classroom and student data to accomplish these tasks.



Recommendation: Change (p.5)

Rationale: Change in Broward School's website location

Proposed Language:

- D. Proper prevention and intervention steps shall be taken based on the level of severity of infraction as outlined in the Code of Student Conduct, the Discipline Matrix and this Policy. The link to access the Student Code of Conduct is: <https://www.browardschools.com/Page/38107>
~~<http://browardschools.com/Parents-Students/Parent-Student-Pages/Code-Of-Conduct>~~.



Recommendation: Change (p.5-6)

Rationale: Change to department and division names; Grammatical correction

Proposed Language:

- A. **Student Support Initiatives & Recovery's ~~Diversity, Prevention & Intervention (DPI)~~ School Climate & Discipline (SC&D) Department:** Student Support Initiatives & Recovery's professionals, in collaboration with other District departments, will create trainings for all staff members, investigative designees, prevention liaisons, students, families and community stakeholders on this Policy and associated procedures to promote academic success, enhance resiliency, build developmental assets and promote protective factors. These trainings will work to create a climate within each school and within the District that fosters the safety and respect of children and the belief that adults are there to protect and help them. Additionally, students and staff (including, but not limited to, ~~school-based~~ school-based employees, administrators, district personnel, counseling staff and bus drivers) will be given the skills, training and tools needed to create the foundation for preventing, identifying, investigating and intervening when issues of bullying arise.



Recommendation: Change/Addition (p.5)

Rationale: Alignment to S. 1006.147 (4), F.S. and Florida Department of Education Criteria for District Bullying, Including Cyberbullying, and Harassment Policies

Proposed Language:

- A. **Schools:** Each school principal shall ~~designate a:~~
1. Designate a prevention liaison to act as the ~~Student Support Initiative's DPI~~ SC&D contact and disseminator of all prevention related resources. These designees are key ~~school-based~~ school-based personnel who will attend ~~DPI~~ SC&D's annual prevention training(s) and receive prevention and intervention methods and tools related to bullying/cyberbullying and other prevention issues that impact the school culture, safety and well-being of students and staff. The prevention liaisons will also be part of a school-based team tasked with prevention and policy-related efforts to address acts of violence and school safety. If a team does not already exist, it will be created by the prevention liaison. At minimum, this team should include staff members from administration, guidance and instruction.
 2. Designate an investigative designee(s) who is an administrator and the only individual(s) who shall receive and investigate bullying/harassment complaints other than the principal.
 3. Implement this bullying and harassment policy in the prescribed manner that is ongoing through the school year and integrated ~~ed~~ it within the school's curriculum, as well as bullying and violence prevention and intervention programs and efforts.



Recommendation: Change (p.5-6)

Rationale: Grammatical correction

Proposed Language:

C. Community Resources: Student Support Initiatives [& Recovery](#)'s professionals, in collaboration with other district departments, will train a wide range of community stakeholders, for-profit, non-profit, local, county and state law enforcement agencies and faith-based agencies to provide the dissemination and support of violence prevention curriculums to students, their families and school staff. This collaboration will make effective use of available school district and community resources while ensuring seamless service delivery in which each and every school and student receives an equitable foundation of violence prevention.



Recommendation: Change/Addition (p.6)

Rationale: Alignment to S. 1006.147 (4)(l), F.S.; Change to department and division names

Proposed Language:

D.Evidence-Based Interventions and Curriculum: Student Support Initiatives & Recovery's ~~DPI~~ SC&D staff members will serve as the coordinators and trainers of prevention for all designated school staff and outside agencies/community partners. Those trained in prevention (e.g., prevention liaisons, ~~DPI~~ SC&D staff and ~~C~~ community ~~P~~ partners) will then collaborate as “violence prevention partners” to create a list of bullying prevention and intervention programs authorized by the District. The authorized list will include ~~ing~~ evidence-based interventions, curriculums and proven programs to be utilized within schools and will provide instruction on identifying, preventing and responding to bullying or harassment, including instruction on recognizing behaviors that lead to bullying and harassment and taking appropriate preventative action based on those observations to students, parents, teachers, school administrators, counseling staff and school volunteers. Student Support Initiatives & Recovery's ~~DPI~~ SC&D Department will assist with the provision of prevention and evidence-based programs as funding allows.



Recommendation: Addition (p.7)

Rationale: Alignment to The Hope Scholarship Program, S. 1002.420 F.S.

Proposed Language:

- b. Victims receiving the Hope Scholarship shall receive the allowances provided within the Hope Scholarship application. Transportation will not be provided by the District.



Recommendation: Addition (p.8)

Rationale: Clarification for accuracy with current electronic data systems

Proposed Language:

- B. Students may report complaints of bullying to any school district employee, faculty or staff. All district employees, faculty and staff are required and must report, in writing or electronically, any allegations of bullying or violations of this Policy involving students to the principal/administrative investigative designee or appropriate district administrator. Failure to report will result in action(s) or discipline, consistent with the collective bargaining agreement provisions, up to and including termination of employment (SBBC Policy 2410, section 1). Any district faculty or staff who suspects adult-on-adult bullying is strongly encouraged to report any concerns to his/her school based or district administrator.



Recommendation: Addition (p.8)

Rationale: Alignment to S. 1006.147 (5), F.S.

Proposed Language:

- F. A school district employee, school visitor or volunteer, contractor, student, parent/guardian or other persons who promptly reports, in good faith, an act of bullying to the appropriate school official, and who makes this report in compliance with the procedures set forth in this District Policy, is immune from a cause of action for damages arising out of the reporting itself or any failure to remedy the reported incident. Submission of a good-faith complaint or report of bullying will not affect the complainant or reporter's future employment, grades, learning or working environment, or work assignments within the SBBC.



Recommendation: Clarification (p.8-9)

Rationale: Grammatical correction, Clarification

Proposed Language:

H. Anonymous reports may be made utilizing the Broward County Public Schools Anonymous Bullying Report Form (~~This reporting form can be~~ found on the School District's website www.browardschools.com (~~_~~ click on Special Investigative Unit; click on report anonymous tips), ~~at each school's front office, at each school's single point of entry Anonymous Reporting Box, or at each district/department site. Anonymous reports may be delivered to the school administration's front office,~~ by dropping a note put in the school's Anonymous Reporting Box, or through the Special Investigative Unit via their internet website www.broward.k12.fl.us/siu/tips/ or Emergency/Silence Hurts Tipline at (754) 321-0911. Anyone wishing to file a bullying report can also make a report via email to school911@browardschools.com or via text message by texting 'SBBC' [space], plus the text message to CRIMES (274637). Administrators shall use the Bullying Management System (BMS) to log all reports and interventions. Formal disciplinary action may not be based solely on the basis of an anonymous report.



Recommendation: Addition (p.9)

Rationale: Alignment to S. 1006.147 (4)(g), F.S.; Grammatical correction

Proposed Language:

- A. The investigation of a reported act of bullying or harassment is deemed to be a school-related activity and begins with a report of such an act. Incidents that require a reasonable investigation when reported to appropriate school authorities shall include alleged incidents of bullying or harassment allegedly committed against a child while the child is en-route to school aboard a school bus or at a school bus stop.



Recommendation: Addition (p.10)

Rationale: Alignment to Florida Department of Education
Model Policy Against Bullying and Harassment

Proposed Language:

F. Formal Resolution: the alleged **target** victim_/complainant/student/employee or parent(s), on behalf of the student, may make a complaint to the principal/ administrative investigative designee or appropriate district administrator verbally, in writing, electronically or by utilizing the Broward County Public Schools Bullying Complaint Report Form. This form is available on the School District's website www.browardschools.com, at each school's front office or district/department site.



Recommendation: Addition (p.10)

Rationale: Clarification

Proposed Language:

VIII. Investigation requirements for reported acts of bullying under this policy

- A. The procedures for investigating school-based bullying must be conducted by the principal and/or the administrative investigative designee, in the case of student-to-student bullying. The principal and administrative investigative designee shall be trained yearly on investigative procedures and interventions as outlined in this Policy. For incidents at the District level, or for school-based adult-on-adult bullying, the appropriate administrator will be responsible for the investigation as outlined in this policy and will run concurrently and in addition to, all agreed upon procedures for staff discipline. All district administrators who have supervisory authority to take disciplinary action must take an annual staff accused of bullying investigative procedures training.



Recommendation: Change/Addition (p.10)

Rationale: Alignment to The Hope Scholarship Program, S. 1002.420 F.S.

Proposed Language:

- C. The Florida Department of Education requires that school administrators provide immediate notification to the parents of both the alleged **target victim** and the alleged perpetrator of an act of bullying or harassment within 24 hours. The parents of the alleged victim will be mailed an original copy of the Hope Scholarship Notification Form. The parents of the accused will be mailed Accused Initial Notification Letter. Both forms can be found in the BMS and/or the DMS SharePoint.
- D. The principal/ administrative investigative designee or appropriate district administrator shall begin a thorough investigation by interviewing with the alleged **target victim** and alleged accused within two (2) school days of receiving a notification of complaint. ~~Within said days, written notification of the investigation will be provided to the parents of the alleged target and alleged accused. The two day letters of notification are found in the BMS.~~



Recommendation: Addition (p.11)

Rationale: Alignment to Florida Department of Education Model Policy Against Bullying and Harassment, Clarification

Proposed Language:

3. The investigator shall collect and evaluate the facts including, but not limited to:
 - a) Description of incident(s) including nature of the behavior; context in which the alleged incident(s) occurred, etc.;
 - b) How often the conduct occurred;
 - c) Whether there were past incidents or past continuing patterns of behavior;
 - d) The relationship between the parties involved;
 - e) The characteristics of parties involved (i.e., grade, age, etc.);
 - f) The identity and number of individuals who participated in bullying or harassing behavior;
 - g) Where the alleged incident(s) occurred;
 - h) Whether the conduct adversely affected the student's education or educational environment;
 - i) Whether the alleged victim felt or perceived an imbalance of power as a result of the reported incident; and
 - j) The date, time, and method in which the parents/legal guardians of all parties involved were contacted.

7. Parents will be promptly notified of any actions being taken to protect the alleged **target** victim via written notice, telephone or personal conference; the frequency of notification will depend on the seriousness of the bullying incident, but at minimum parents of the alleged **target** victim will be communicated with every other school day during the investigation.



Recommendation: Change (p.12)

Rationale: Alignment to The Hope Scholarship Program, S. 1002.420 F.S., Clarification

Proposed Language:

- F. Within ~~fifteen~~ **twelve** (~~125~~) school days of receipt of the complaint, the principal/administrative investigative designee or appropriate district administrator shall make a decision about the validity of the allegations in the complaint and about any corrective action, if applicable, consistent with the Discipline Matrix. Immediate notification will be made to Broward Schools Special Investigative Unit (SIU) and to all local agencies where criminal charges may be pursued against the perpetrator for an act of bullying or harassment as appropriate.
- G. The principal/administrative investigative designee or appropriate ~~Director of School Performance & Accountability~~/district administrator will enter findings into the BMS and inform all relevant parties in writing of the decision, the alleged victim's eligibility for the Hope Scholarship Program, as well as ~~and~~ the right to appeal. These written notifications shall be mailed within ~~fifteen~~ **twelve** days of the receipt of the complaint. The notification letter of determination for the ~~alleged~~ accused and the alleged ~~target~~ **victim** will be found in the BMS and/or the DMS SharePoint. A copy of the decision will be sent to the originating school and be noted in all relevant data tracking systems as bullying (BUL), harassment (HAR), unsubstantiated (UBL) and unsubstantiated harassment (UHR) including, but not limited to the BMS, SESIR and the Statewide Report on School Safety and Discipline Data system.
- H. If the alleged accused is an employee, discipline may be taken, consistent with any applicable collective bargaining agreement provisions, to resolve a complaint of bullying (Policy 4.9, Employee Disciplinary Guidelines). The supervisor/designee (e.g., principal/designee for school-based employees) of the employee shall discuss the determination and any recommended corrective action with the Director of School Performance & Accountability for school-based actions or the appropriate district director, for district actions, ~~and the Chief Human Resources Officer~~.



Recommendation: Addition (p.15)

Rationale: Inclusion of new laws guiding changes

Proposed Language:

XIX. Policy Review

This policy shall be reviewed at least every three (3) years and as needed, revised and any changes adopted.

- AUTHORITY: F.S. 1001.41(1), (2) AND (5)
- LAWS IMPLEMENTED: F.S. 1006.147, [1001.02](#); [1002.40 \(2\), \(3\), and \(6\)](#), [6A-6.0951](#); [The Hope Scholarship Program S. 1002.420 and 1002.421 F.S.](#)



Other Policy Related Documents

Flow Charts Simplifying Policy for Customers

- The Disciplinary Appeals Flow Chart Staff Students
- The Investigation Procedures Flow Chart Staff Students
- The Hope Scholarship Program Flow Chart
- The Parent Non-Staff Adult Investigative Procedures Flowchart

Other

- Bullying Prevention Curriculum & Programs List



Broward County Bullying Data Sources

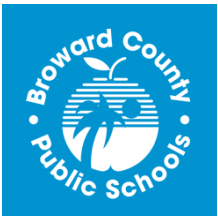
Youth Risk Behavior Survey (YRBS)

Awarded Hope Scholarship Transfers to Date








BCPS Data Warehouse


Youth Risk Behavior Survey (YRBS)

- The Youth Risk Behavior Survey (YRBS) is administered biannually throughout the United States to middle and high school students (grades 6-12) and is designed to monitor priority health-risk behaviors that contribute to the leading causes of mortality, morbidity and social problems among youth and adults. Broward County Public Schools have been administering this survey every other year since 1991 to a sample of students in grades 6-12.



National Violence Trend Data YRBS

THE PERCENTAGE OF HIGH SCHOOL STUDENTS WHO:	2007 Total	2009 Total	2011 Total	2013 Total	2015 Total	2017 Total	Trend
Were threatened or injured with a weapon at school	7.8	7.7	7.4	6.9	6.0	6.0	
Did not go to school because of safety concerns	5.5	5.0	5.9	7.1	5.6	6.7	
Were electronically bullied	NA	NA	16.2	14.8	15.5	14.9	
Were bullied at school	NA	19.9	20.1	19.6	20.2	19.0	
Were forced to have sex	7.8	7.4	8.0	7.3	6.7	7.4	
Experienced physical dating violence [†]	NA	NA	NA	10.3	9.6	8.0	
Experienced sexual dating violence [†]	NA	NA	NA	10.4	10.6	6.9	

Key	
	In wrong direction
	No change
	In right direction

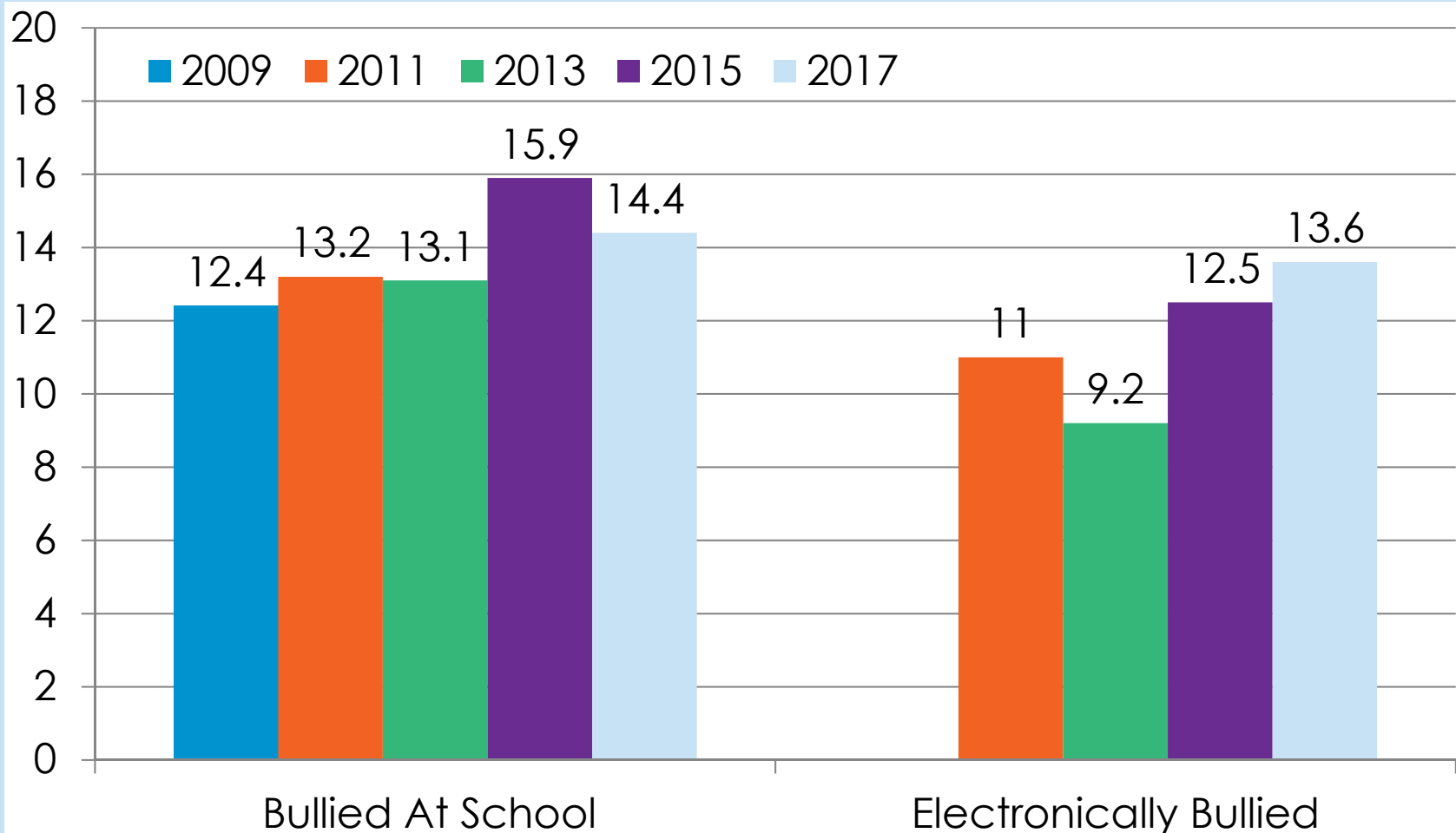
[†]For the complete wording of YRBS questions, refer to Appendix.

[†]Among students who dated or went out with someone during the past year

Source: National Youth Risk Behavior Surveys, 2007-2017

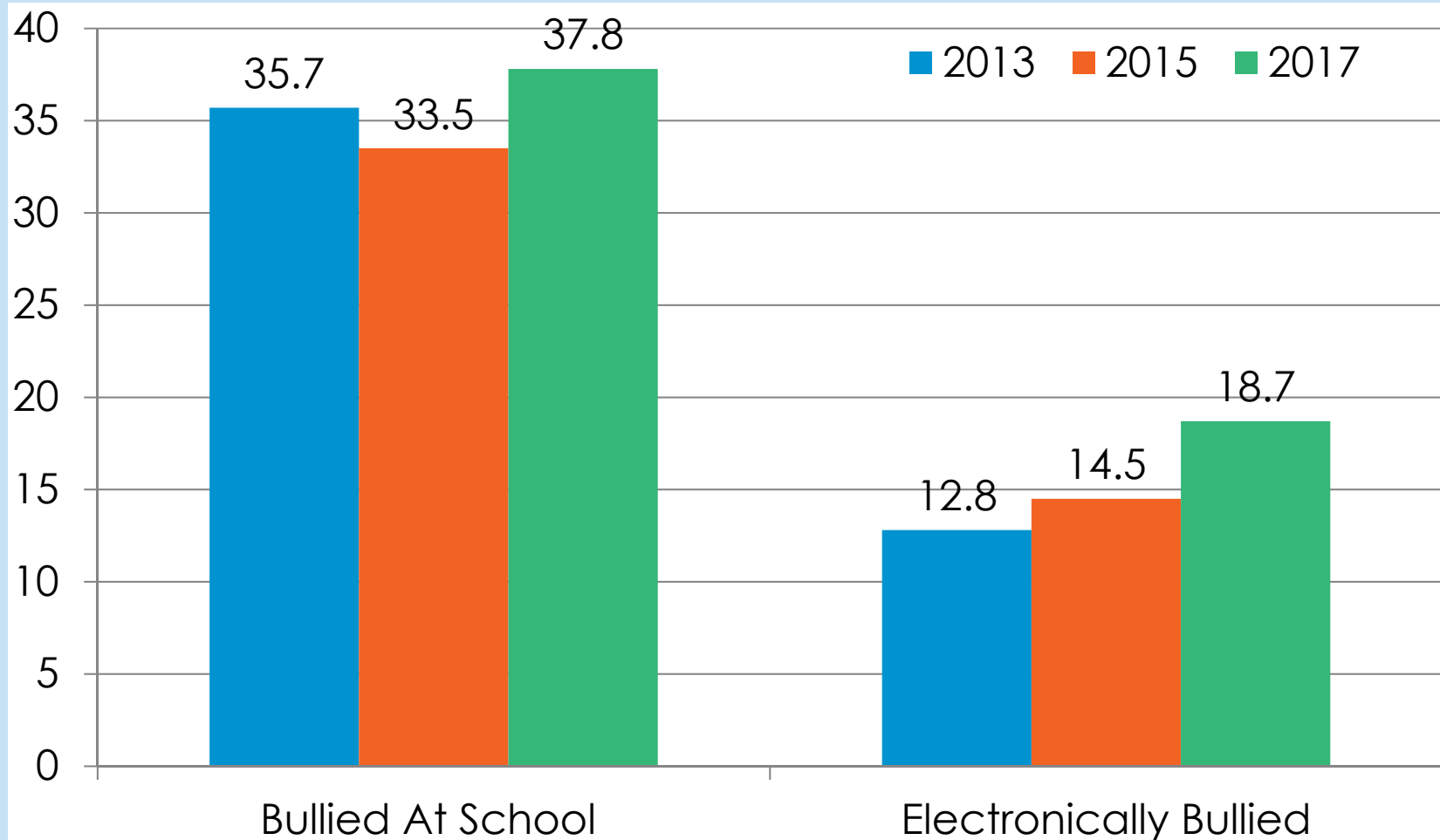


Broward's High School YRBS Percentages of Bullying & Cyberbullying Over Time



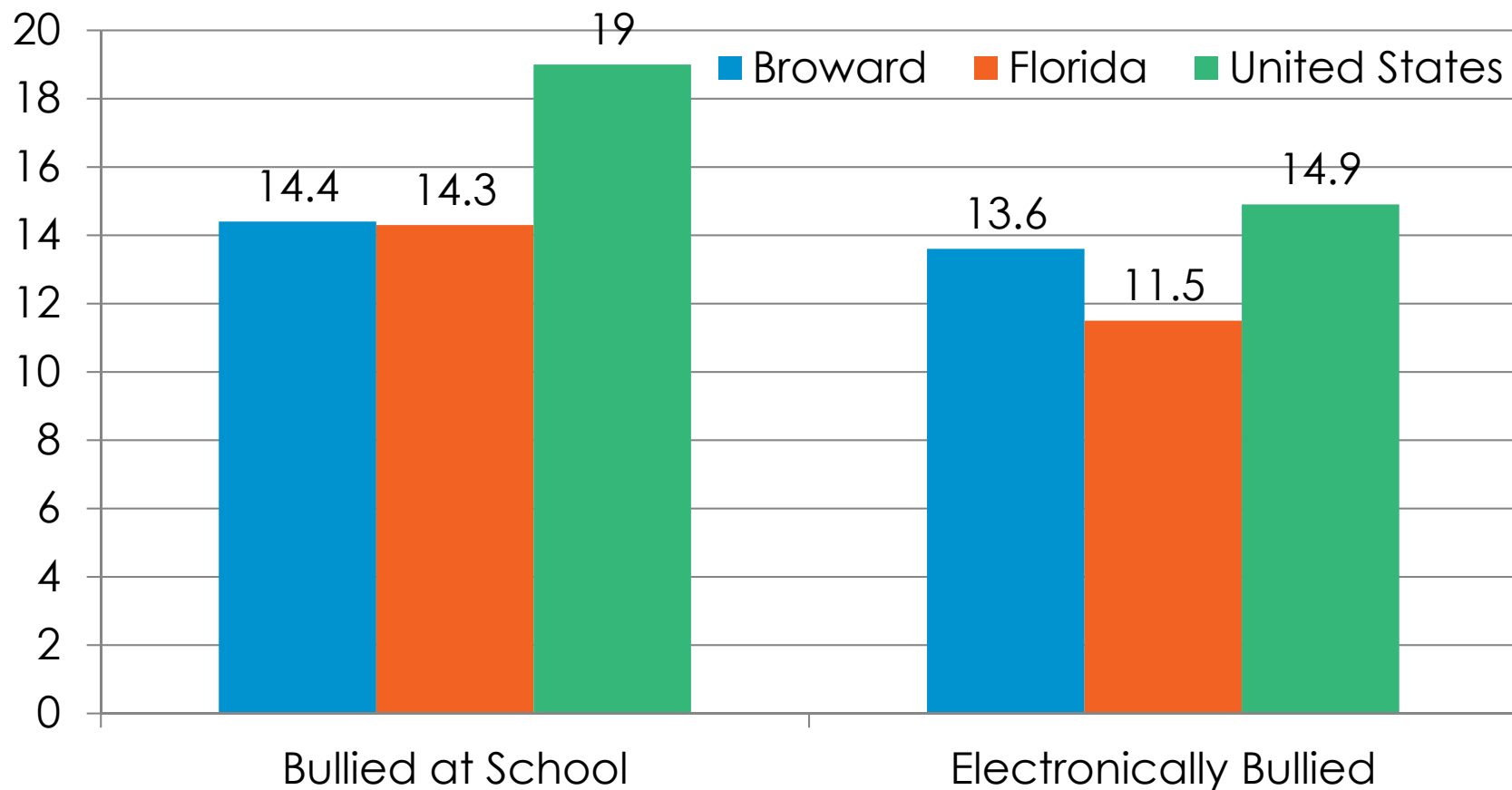
From 2009 to 2017 there has been no statistically significant change in bullying or cyberbullying.

Broward's Middle School YRBS Percentages of Bullying & Cyberbullying Over Time



From 2013 to 2017 there has been no statistically significant change in bullying, but there has been a statistically significant increase in cyberbullying.

Comparing Broward's Percentages to Florida & the Nation, YRBS 2017



Bullying: There are no statistically significant differences between Broward's rates and Florida. Broward's rates are statistically significantly lower than national rates.

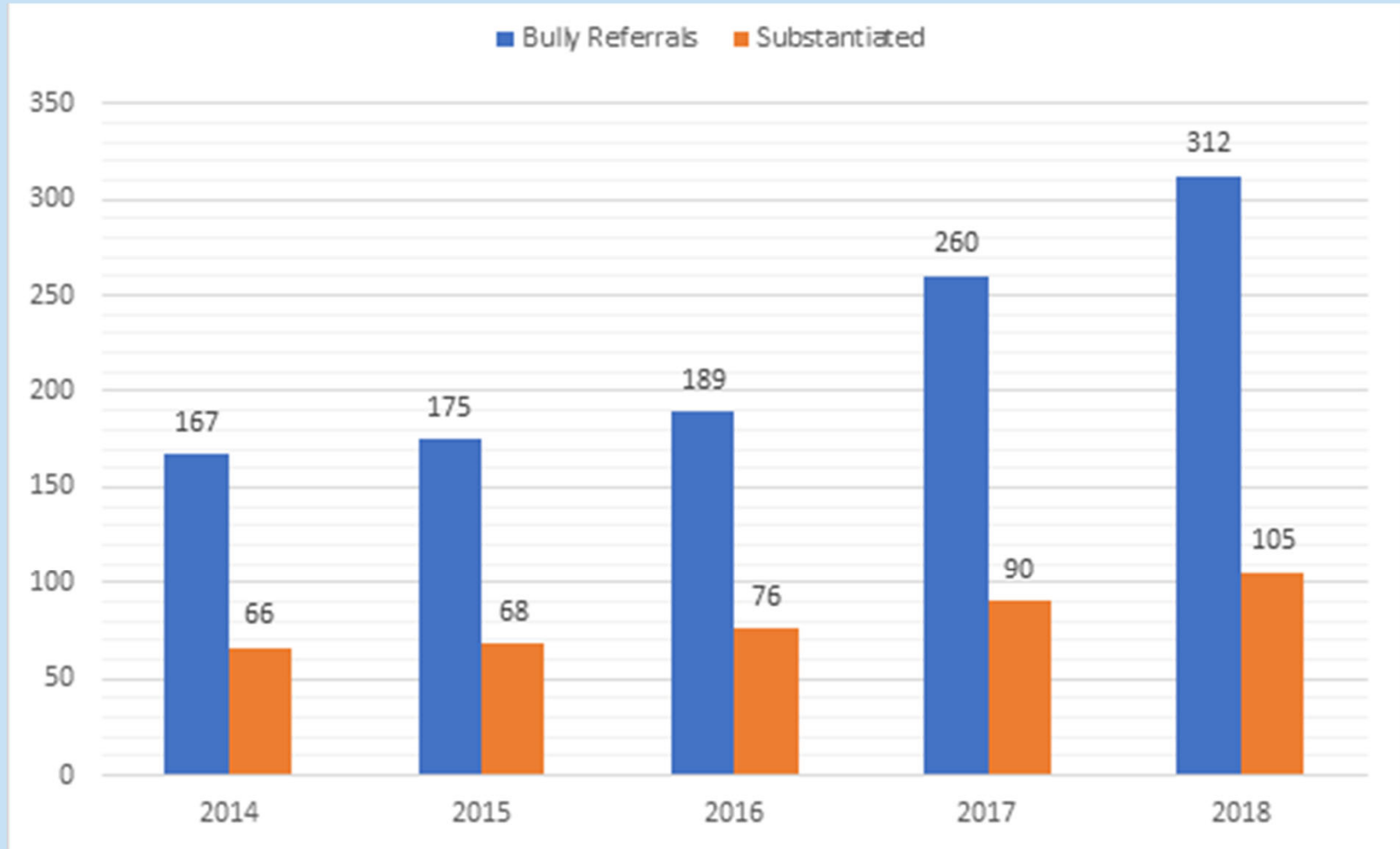
Cyberbullying: There are no statistically significant differences between Broward's rates and the national rates.

BCPS Data Warehouse

- Includes all bullying complaints/referrals and investigations in the **Bullying Management System (BMS)** as well as founded allegations which result in a referral to the **Discipline Management System (DMS.)**



BCPS 5-Year Trend Bullying Discipline Data



AS REPORTED BY THE DATA WAREHOUSE AS OF 4/19

All Hope Scholarship Transfers Awarded, Including Bullying

Hope Scholarship Awarded School	Grade Level	Number of Students
BCPS		
ATTUCKS MIDDLE	06	2
DILLARD 6-12	08	1
DILLARD 6-12	10	1
GLADES MIDDLE	08	2
LAUDERHILL 6-12	06	1
MCNICOL MIDDLE	06	1
PARKWAY MIDDLE	07	1
STRANAHAN HIGH	10	1
Private School		
ARCHBISHOP EDWARD A. MCCARTHY HS	09	1
Grand Total		11

AS OF 4/29/19, DEMOGRAPHICS DEPARTMENT



Public Forum Feedback

- Policy needs to be more easily found on the District website.
- Meetings to discuss policy need to be more visible in advance of the forums.

FORUM HELD 3/4/19



Board Feedback



The School Board of Broward County, Florida

Heather P. Brinkworth, Chair
Donna P. Korn, Vice Chair
Lori Alhadeff
Robin Bartleman
Patricia Good
Laurie Rich Levinson
Ann Murray
Dr. Rosalind Osgood
Nora Rupert

Robert W. Runcie, Superintendent of Schools

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

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