

2004. Anti-Bullying/Cyber Bullying

- I. The Fargo Diocesan Catholic Schools prohibit any conduct or pattern of conduct, including but not limited to, gestures, written, verbal, graphic, electronic, or a physical act, which is or is intended to be offensive, abusive, intimidating or insulting and which makes the recipient feel intimidated, threatened, humiliated or vulnerable.
- II. The Fargo Diocesan Catholic Schools recognize “Bullying” as conduct that is so severe, pervasive, or objectively offensive that it substantially interferes with the student's educational opportunities; places the student in actual and reasonable fear of harm; places the student in actual and reasonable fear of damage to property of the student; or substantially disrupts the orderly operation of the school. Bullying is the use of aggression with the intention of hurting another person, resulting in pain and distress to the victim.

A. Without limiting the definition, bullying can be:

1. Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
2. Physical - pushing, kicking, hitting, punching or any use of violence
3. Racist - racial taunts, graffiti, gestures
4. Sexual - unwanted physical contact or sexually abusive comments focusing on issues regarding sexuality and/or sexual orientation
5. Verbal- name-calling, sarcasm, spreading rumors, teasing

B. Procedures – Reporting

1. Students shall report acts of bullying, reprisal, or retaliation, whether as witness or recipient, to any Fargo Diocesan Catholic School's employee (teacher, coach, administrator, priest, etc.). Reports should include name of aggressor(s), dates, witnesses, location, statements made, physical contact, property damage, manner of bullying (e.g. text, verbal, Facebook, physical, exclusion, etc.), and whether victim has missed school or activities due to bullying or reprisal.
2. Recipients of or witnesses to bullying or reprisal may report anonymously, but Fargo Diocesan Catholic Schools will not penalize the accused solely on the basis of an anonymous report. However, school administrators shall question and/or warn the alleged aggressor(s).
3. All incidents will be reported to administration and will be documented and investigated.
4. Parents/guardians of the aggressor(s) will be informed and will be required to attend a meeting to discuss the problem.
5. Upon completion of the investigation, Fargo Diocesan Catholic School's administration will impose appropriate disciplinary penalties. This may include, but is not limited to, warning, suspension, expulsion, remediation, restitution, detention, and, if there exists reasonable suspicion that a crime has been committed, police notification.

C. Procedures- Discipline

1. An attempt will be made to help aggressor(s) change behavior. This may include referral to school counselor, referral to social services, or referral to anti-bullying resources.
2. The aggressor(s) will be required to extend a formal apology either verbally or in writing. The aggressor(s) shall be required to avoid the victim so much as is possible (e.g. changing aggressor's usual seating, requiring aggressor to sit in front on bus, changing location of aggressor's locker, etc.)
3. If suspended or expelled, a re-entry conference for the student and parents will be required prior to returning to school.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ascertain that no repeated bullying or retaliation takes place. Any written records of the investigation may be placed in the student's educational file at the school principal's discretion and in accordance with applicable law and school policy.
5. Any student who makes a false accusation, report, or complaint of bullying, reprisal, or retaliation shall be subject to appropriate disciplinary penalties. This may include, but is not limited to, warning, suspension, expulsion, remediation, detention, and a written or verbal apology to the falsely-accused student.