
POLICY:
Newburgh Board of Education

No. 4156
CLASSIFIED EMPLOYEES
Bullying

If, after appropriate investigation, the District determines that a student, an employee or a third party (e.g., vendor, contractor or volunteer), has violated this policy, prompt and appropriate corrective action will be taken. A student found to have engaged in bullying shall be subject to consequences that range from positive behavioral interventions up to and including suspension from school, as permitted under the Code of Conduct. An employee found to have engaged in bullying shall be subject to consequences that range from a counseling letter and training up to and including discipline in accordance with law and applicable collectively negotiated agreement and/or contract of employment. A third party found to have engaged in bullying shall be subject to consequences ranging from a warning up to and including removal from school property in accordance with the Code of Conduct. If the alleged behavior constitutes or may constitute a crime, the police authorities or other appropriate agency shall be immediately notified.

The Board prohibits any retaliatory behavior directed towards any person who reports an act of bullying, or directed against anyone who participates in the investigation of a complaint of bullying. The Board also prohibits the knowing false reporting of an incident(s) of bullying.

This policy shall be published in the District Code of Conduct and the Annual Notice Booklet and other appropriate District publications. Students and staff shall be notified of this policy annually.

The Superintendent will develop regulations to document instances of bullying and to report such instances to the Board on a regular basis.