

## **NOTICE OF RIGHTS: BULLYING, HARASSMENT, AND DATING VIOLENCE**

Lamar Consolidated ISD is committed to providing a positive learning environment for all students that enhances personal safety and promotes respect, dignity and equality among students. Lamar CISD policies prohibit such behaviors as bullying; harassment; and dating violence. Lamar CISD also prohibits retaliation against any person who, in good faith, provides information concerning these incidents. Discipline of a student must comply with federal law including the Individuals with Disabilities Education Act.

### **What behaviors are prohibited?**

**Bullying**, including cyberbullying, is engaging in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity or in a vehicle operated by the district that physically harms a student, damages a student's property or places a student in reasonable fear of physical harm or fear of damage to the student's property. Bullying occurs if the behavior is sufficiently severe, persistent and pervasive enough that the action or threat creates and intimidating, threatening, or abusive educational environment. Behavior is considered bullying if it exploits an imbalance of power between the alleged bully and the victim and interferes with a student's education or substantially disrupts the operation of a school.

**Harassment**, means verbal or non verbal conduct that threatens to cause harm or bodily injury to another student; engaging in sexually intimidating conduct; causing physical damage to the property of another; subjecting another to physical confinement or restraint; or maliciously taking any action that substantially harms another student's physical or emotional health or safety.

**Dating Violence** includes the intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control another person in a dating relationship.

### **Your Right to File a Complaint**

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged act(s) to a teacher, counselor, principal, or other District employee. District employees will make every reasonable effort to investigate and respond to your complaint in accordance with LCISD policy and guidelines.

### **Your Right to Counseling**

In addition to the right to file a complaint, any alleged victim, witness or alleged perpetrator has the right to visit the school counselor. You will need to contact the counselor yourself to schedule this.

### **Procedures for Filing a Complaint and the Investigation**

1. Request and complete the Lamar CISD "Bullying, Harassment and Dating Violence Reporting Form". These forms are available from all campus counselors and administrators. Please provide detailed information on the form so that the administrator may complete a thorough investigation.
2. Turn the completed form in to a campus administrator
3. The administrator will investigate the information contained in the complaint.
4. The administrator will contact the parent/guardian of both the alleged victim and alleged perpetrator.
5. If necessary, the administrator will complete the Campus-Based Stay Away Agreement.

### **Confidentiality**

To investigate the complaint thoroughly the school administrator will disclose the contents of the complaint only to those persons who have a need to know of your complaint and those persons who may have information regarding the complaint.

### **Appeal**

A student who is dissatisfied with the outcome of the investigation may appeal through board policy FNG(LOCAL), beginning at the appropriate level.