RSU #82/MSAD #12
BULLYING REPORTING, INVESTIGATION AND INTERVENTION/RESOLUTION PROCESS

Report from
Target, Bystander/Witness, Staff,
Coach/Advisor, Volunteer, Parent,
Community Member, Anonymous*

Principal
Copy to Superintendent

CONDUCT INVESTIGATION
Interview target
Interview witnesses
Interview alleged bully
Review video (if applicable)
Review other available evidence

IS IT BULLYING?
Is it behavior that has, or would reasonably be expected to have, the effect of:
- Harm or reasonable fear of harm to targeted person or his/her property?
And/or has it had the effect of:
- Hostile environment at school for target?
  or
- Infringement on student’s rights at school?

If not bullying, has there been substantial disruption of the instructional program or operations at the school?

Refer to Board policy, student handbook, code of conduct

* Exception: employee reports must be in writing to the principal and may not be made anonymously.

Adopted: June 21, 2017

Interim measures to ensure safety of targeted student and prevent further bullying; inform parents of targeted student

IF APPEALED
Respond to Appeal

Is behavior criminal?

YES
Notify law enforcement authorities

Determine disciplinary consequences, alternative discipline remediation, and/or other interventions
Notify parents of target and bully
Counseling/referral/if suitable

YES
Determination of incident(s) as other than bullying
Refer to Board policy, student handbook, code of conduct

Refer to procedure ACAA-R

YES

NO

YES

NO