

I. Policy Statement

The Board of Education is committed to providing a safe, engaging, and supportive school and work environment that values diversity and commonality. The Board is also committed to fostering a climate where individuals are valued and their safety and rights are protected. The Board prohibits acts of bullying, cyberbullying, harassment, or intimidation because they compromise the learning environment and well-being of students, employees, and community.

The Board recognizes that Howard County Public School System (HCPSS) employees must be knowledgeable regarding bullying and victimization in order to promote an environment where opportunities for bullying, cyberbullying, harassment, or intimidation do not occur.

II. Purpose

The purpose of this policy is to establish expectations for maintaining a safe and respectful school climate and workplace in the HCPSS where bullying, cyberbullying, harassment, and intimidation are not tolerated. This policy also provides standards for identifying and preventing bullying, cyberbullying, harassing, or intimidating behavior, as well as intervening and supporting students and employees who are exhibiting bullying, cyberbullying, harassing, or intimidating behavior or who are targets/victims of bullying, cyberbullying, harassment, or intimidation.

III. Definitions

Within the context of this policy, the following definitions apply:

- A. Bullying – Intentional conduct, including verbal, physical, or written conduct, or an intentional electronic communication that creates a hostile educational or work environment by substantially interfering with a student’s or employee’s educational or employment benefits, opportunities, or performance, or with their physical or psychological well-being and is:
1. A real or perceived power imbalance; or,
 2. Repeated; or,
 3. Motivated by an actual or a perceived personal characteristic including race, national origin, immigration status, marital status, sex, sexual orientation, gender

identity, religion, ancestry, physical attributes, socioeconomic status, family structure, or physical or mental ability or disability; or,

4. Threatening or seriously intimidating; or,
 5. Occurs on school property, at a school activity or event, or on a school bus; or,
 6. Sent via electronic communication; or,
 7. Substantially disrupts the orderly operation of a school or workplace.
- B. Community – The society at large which includes, but is not limited to families, businesses, faith communities, government agencies, nonprofit service organizations, other organizations, and individuals.
- C. Cyberbullying – Harassment, humiliation, intimidation, and/or threats to others transmitted by means of any electronic device, including but not limited to the use of social media sites, telephones, cellular phones, computers, or tablets.
- D. Electronic Communication – A communication transmitted by means of any electronic device, including but not limited to the use of social media sites, telephones, cellular phones, computers, or tablets.
- E. Employee – Any individual employed by the HCPSS.
- F. Harassment – A sufficiently severe action or persistent, pervasive pattern of actions or statements, directed at an identifiable individual or group, that is intended to be, or which a reasonable person would perceive as, ridiculing or demeaning.
- G. Hazing – Participation in any intentional or reckless act directed against another for the purpose of initiation into, affiliation with, or maintenance of membership in an organization. Hazing is considered to be a form of bullying; hazing includes, but is not limited to, any action taken or situation created that directly or indirectly embarrasses, humiliates, harasses, ridicules, intimidates, or causes harm or mental or physical discomfort to another.
- H. Intimidation – Subjection to intentional action that seriously threatens and induces a sense of fear and/or inferiority which adversely affects one’s ability to participate in or benefit from the educational or work setting.
- I. Parent – Any one of the following, recognized as the adult(s) legally responsible for the child or vulnerable adult:
1. Biological Parent – A natural parent whose parental rights have not been terminated.

2. Adoptive Parent – A parent who has legally adopted the student and whose parental rights have not been terminated.
 3. Custodian – A person or an agency appointed by the court as the legal custodian of the student and granted parental rights and responsibilities.
 4. Guardian – A person who has been placed by the court in charge of the affairs of the student and granted parental rights and responsibilities.
 5. Caregiver – An adult resident of Howard County who exercises care, custody or control over the student, but who is neither the biological parent nor legal guardian as long as the person satisfies the requirements of the Education Article §7-101(c) (Informal Kinship Care).
 6. Foster Parent – An adult approved to care for a child who has been placed in their home by a state agency or a licensed child placement agency as provided by the Family Law Article, §5-507.
- J. Retaliation – The act or process of threatening or otherwise penalizing a person for reporting an alleged violation of this policy or for participating in an investigation of an alleged violation.
- K. School Property – Any property owned or leased by the HCPSS or used by HCPSS for school-related activities. The concept of property extends to school activities such as field trips, use of parks and recreation facilities, proms at hotels, etc. School buses, bus stops, and facilities scheduled by the school system for student use are considered an extension of school property.
- L. School-Related Activity – Any school system activity, on or off school property, in which a student directly participates (e.g. school field trip, athletic event, or class/graduation activity), or an activity in which the student does not directly participate but represents the school or student body simply by being present (e.g. spectator at a school event).
- M. Service Providers – Individuals who provide services to the HCPSS, either through contract or volunteer service, when those services involve access to students, such as substitute teachers, mentors, chaperones, bus drivers, and individuals who participate in partnership programs.

IV. Standards

- A. The HCPSS will work to ensure that the school and workplace environments are free from incidents of bullying, cyberbullying, harassment, hazing, or intimidation. The prohibition of bullying, cyberbullying, harassment, hazing, or intimidation in schools and workplaces and reprisal and retaliation against individuals who report acts of bullying, cyberbullying, harassment, hazing, or intimidation, as well as standard

consequences for policy violations, will be a part of systemwide efforts to maintain positive school and workplace climates.

- B. The HCPSS will comply with the Maryland Safe Schools Reporting Act of 2005, as amended, which mandates the Maryland State Department of Education (MSDE) to require all county boards of education to report incidents of bullying, harassment, or intimidation against students on public school property. Additionally, MSDE was required to create and distribute a “Bullying, Harassment, or Intimidation Report Form” and Maryland’s Model Policy To Address Bullying, Harassment, or Intimidation.
- C. All HCPSS schools and workplaces will follow established procedures for prevention and intervention as outlined in the implementation procedures.
- D. The prevention and intervention strategies of bullying, cyberbullying, harassment, or intimidation, will be presented to all students in pre-kindergarten through grade twelve.
- E. Employees and contract service providers will receive annual professional development on the substance of this policy. This professional development will provide prevention education, designed to model and teach positive relationship building and appropriate interpersonal communication.
- F. Students, employees, and others engaging in bullying, cyberbullying, harassment or intimidation will be subject to disciplinary and/or legal action.
- G. Bullying, cyberbullying, harassment, hazing, intimidation, or retaliation against anyone who has reported bullying, cyberbullying, harassment, hazing, intimidation, or retaliation is prohibited.
- H. Consequences for violations of this policy will be administered according to applicable school system policies (Policy 7030 Employee Conduct and Discipline, Policy 9200 Student Discipline, the HCPSS Student Code of Conduct, and all applicable state and federal laws). Prior violations of this policy will be considered when determining consequences.
- I. Bullying, cyberbullying, harassment, hazing, and intimidation data will be compiled, analyzed, and reported quarterly to the Board and the Superintendent.

V. Responsibilities

- A. The HCPSS will provide annual professional development for employees and contract service providers on the substance of this policy. This professional development will provide prevention education, designed to model and teach positive relationship building and appropriate interpersonal communication as well as detail the process and responsibilities for bullying reporting.

- B. The Superintendent/Designee will ensure that students, parents, employees, and contract service providers are notified of the provisions of this policy annually.
- C. The Superintendent/Designee is responsible for any action taken in response to a violation of this policy.
- D. School principals/supervisors will notify those under their supervision of the provisions of this policy.
- E. Students, parents, employees, and service providers will report alleged incidents of bullying, cyberbullying, harassment, hazing, intimidation, and retaliation.
- F. School principals/supervisors will ensure compliance with the Maryland Safe Schools Reporting Act of 2005, as amended, requiring all county boards of education to report incidents of bullying, harassment, or intimidation against students in public schools and to distribute a “Bullying, Harassment or Intimidation Report Form”.
- G. The Superintendent/Designee and/or school administrators will ensure that all illegal behaviors are reported to the appropriate social service agencies, law enforcement agencies, and the MSDE.
- H. School principals/supervisors will take immediate action to protect victims regardless of how the alleged bullying is reported.
- I. School principals/supervisors will ensure that professional development regarding this policy occurs annually.
- J. School principals/supervisors will implement systemwide/workplace procedures for prevention and intervention of bullying, cyberbullying, harassment, hazing, intimidation, or retaliation.
- K. School principals, supervisors, or the Executive Director of Special Education and Student Services/designee will provide appropriate assistance to students, parents, employees, and service providers who have been affected by behavior prohibited in this policy.
- L. The Department of Special Education and Student Services will compile and report bullying, cyberbullying, harassment, hazing, or intimidation data to the Board.
- M. All employees will comply with the expectations for safe school environments.

VI. Delegation of Authority

The Superintendent is authorized to develop appropriate procedures for the implementation of this policy.

VII. References

- A. Legal
 - Title IX of the Educational Amendments Act of 1972
 - Annotated Code of Maryland, Criminal Law Article, §3-805 – Misuse of electronic communication or interactive computer service (“Grace’s Law”)
 - Annotated Code of Maryland, Education Article, §7-424 – Reporting incidents of harassment or intimidation against students
 - Annotated Code of Maryland, Education Article, §7-424.1 – Model policy prohibiting bullying, harassment and intimidation
 - COMAR 13A.01.04.03 – School Safety
 - COMAR 13A.08.01.15 – Reporting Delinquent Acts

- B. Other Board Policies
 - Policy 1000 Civility
 - Policy 1010 Discrimination
 - Policy 1020 Sexual Discrimination
 - Policy 1030 Child Abuse and Neglect
 - Policy 1040 Safe and Supportive Schools
 - Policy 3050 Records Management
 - Policy 7010 Personnel Records
 - Policy 7030 Employee Conduct and Discipline
 - Policy 8080 Responsible Use of Technology and Social Media
 - Policy 9020 Students’ Rights and Responsibilities
 - Policy 9050 Student Records
 - Policy 9060 Rehabilitation Act of 1973 Compliance: Section 504
 - Policy 9200 Student Discipline
 - Policy 9280 Students Charged with Community or Reportable Offenses
 - Policy 9290 Gangs, Gang Activity, and Similar Destructive or Delinquent Group Behavior
 - Policy 10000 Parent, Family, and Community Involvement

- C. Relevant Data Sources
 - Bullying, Harassment, or Intimidation in Maryland Public Schools: A Report to the Maryland General Assembly, (March 31, 2015)
 - HCPSS Bullying, Harassment or Intimidation Reports to MSDE
 - HCPSS Suspensions for Bullying/Harassment trend data
 - Suspensions, Expulsions, and Health Related Exclusions Maryland Public Schools Annual report

- D. Other
 - Bullying, Harassment, or Intimidation Complaint Form
 - Bullying, Harassment, or Intimidation Incident School Investigation Form
 - Bullying, Harassment, or Intimidation Reporting Form
 - HCPSS Student & Parent Handbook
 - HCPSS Student Code of Conduct

HCPSS Threat Management Procedures
Maryland's Model Policy To Address Bullying, Harassment, or Intimidation
Master Agreement Between the Board of Education and the Howard County
Administrators Association
Master Agreement Between the Board of Education and the Howard County Education
Association
SRO Memorandum of Understanding

VIII. History

ADOPTED: June 11, 2009

REVIEWED:

MODIFIED: June 12, 2014

August 14, 2014

REVISED: June 8, 2017

EFFECTIVE: July 1, 2017

BULLYING, CYBERBULLYING,
HARRASSMENT, OR INTIMIDATION

Effective: July 1, 2017

I. Announcement/Dissemination of Information

- A. Principals/supervisors will provide annual written notice of the general provisions of this policy that states bullying, cyberbullying, harassment, hazing, intimidation, or retaliation are prohibited in the Howard County Public School System (HCPSS). This notice will be provided to students, parents, employees, and service providers in their school/offices at the beginning of each school year, to new hires under their supervision throughout the year, and to new students and their parents upon registration.
- B. Principals/supervisors will provide additional notification by:
 - 1. Providing announcements over the school public address system.
 - 2. Publishing a link to the policy in school newsletters; on the school website; and in student/employee handbooks.
 - 3. Posting in offices, classrooms, and other commonly used areas.
 - 4. Providing this policy in hard copy to any student, employee, parent, or service provider upon request.
- C. Principals/supervisors will annually ensure that students, employees, parents, and service providers are aware of the Bullying, Harassment, or Intimidation (BHI) Reporting Form and how to access it in hard copy and online. The BHI Reporting Form will be readily available and accessible to students, employees, and parents. At a minimum, BHI Reporting Forms will be placed in the main office, staff workroom, the school counseling office, the media center, the health services office, and online. The Bullying, Harassment, or Intimidation Complaint Form for employees and service providers can be accessed by contacting the Equity Assurance Manager or can be found on the school system's website.

II. Prevention Procedures

- A. The HCPSS will provide professional development to ensure that administrators and all employees increase their awareness of the prevalence, causes and consequences of bullying, cyberbullying, harassment, or intimidation and to increase the use of evidenced-based positive behavior supports in these areas.

Information will be provided for new employees hired at any time during the school year.

- B. Administrators and all employees will implement schoolwide evidence-based bullying prevention and intervention strategies using positive behavioral supports as part of school improvement efforts to address safe, engaging, and supportive environments. Components will include, but not be limited to, the following:
1. Creating a culture of peer support and mutual respect.
 2. Defined behavioral expectations.
 3. A plan for teaching behavioral expectations including understanding the impact of bullying, cyberbullying, harassment, intimidation, or retaliation.
 4. An on-going system for recognizing appropriate behaviors.
 5. A system for responding to problem behavior.
 6. The continuous collection and analysis of data to identify and implement strategies for maintaining and/or improving a positive school climate.
- C. Elementary classroom/secondary health education teachers will implement the curriculum regarding prevention and intervention of bullying for all students in pre-kindergarten through grade nine by teaching the Essential Health Education Curriculum.
- D. School-based employees will provide lessons on prevention and intervention of bullying for all students. These lessons will include:
1. Information about reporting systems such as the BHI Reporting Form or online reporting.
 2. Information related to potential consequences such as those defined in Grace's Law.
 3. Social/emotional and health/safety education pertaining to bullying, cyberbullying, harassment, or intimidation through strategies such as: Positive Behaviors Interventions and Supports, Restorative Practices, Strength Based Education, Growth Mindset, and Student Voice.
- E. Principals will ensure that collaboration occurs with families and the community to inform parents about the prevalence, causes and consequences of bullying and its impact on public health. This information can be communicated through newsletters, PTA presentations, parent information nights, and other school activities.

- F. Administrators and school-based employees will collect, analyze, and use school-specific data on the number of incidents of bullying, cyberbullying, harassment, or intimidation to guide school improvement efforts that address safe, engaging, and supportive environments.
- G. All employees are responsible for completing professional development provided by the HCPSS on how to respond to students, parents, employees, and service providers regarding bullying, cyberbullying, harassment, or intimidation.
- H. The Equity Assurance Manager will document employee complaints received on bullying, cyberbullying, harassment, or intimidation.

III. Intervention

- A. Principals will ensure a continuum of positive behavior supports are implemented as part of their schoolwide behavioral plan in order to develop and sustain a positive school culture that enhances effective teaching and learning.
- B. Principals/designees or central office administrators will provide appropriate school-based assistance to students, parents, employees, and service providers who have been affected by behavior prohibited in this policy.
- C. A student or employee who violates this policy may be required to participate in appropriate counseling/intervention designated by the school administrator/supervisor designed to increase the student or employee's understanding of the offense and its impact on others.
- D. Student Services/Alternative Education employees, trained in individual counseling, will provide counseling, education, and intervention for students who have been found in violation of this policy. In addition, support/counseling may be provided for the student, the target/victim, or the bystander who has been victimized by bullying behaviors. Education/counseling will include, but is not limited to teaching/counseling for:
 - 1. Mutual respect
 - 2. Replacement behaviors
 - 3. Anger management
 - 4. Impulse control
 - 5. Empathy
 - 6. Cultural proficiency/diversity training
 - 7. Assertiveness training
 - 8. Healthy relationships
 - 9. Resilience
- E. When an incident is deemed to be bullying, mediation (an intervention used to bring two or more parties together to resolve a dispute) between the target/victim and offender is prohibited.

- F. Schools will collaborate, as needed, with community and mental health resources to assist students who continue to be involved in bullying behaviors as perpetrators, targets/victims, or witnesses, and whose mental or physical health, safety, or academic performance has been impaired.

IV. Reporting Procedures

A. Student Reporting

1. The principal will maintain a school culture, in which students, employees and families may complete a BHI Reporting Form or report an incident online without fear of retaliation.
2. The principal/designee will ensure all students know the location of the form (media center, health room, front office, counselor's office, etc.). The BHI Reporting Form may also be accessed electronically on the school system's website.
3. The principal/designee will ensure all students know how to report an incident using online reporting as an alternative to completing a BHI Reporting Form.
4. When a student reports that he/she is currently the target/victim of bullying, cyberbullying, harassment, or intimidation, the employee will respond quickly and appropriately to intervene and report the incident to a school administrator or a mental health professional.
5. If a student wishes to discuss the incident of bullying, cyberbullying, harassment, or intimidation with an employee, the employee will make an effort to provide the student with a practical, safe, private, and age-appropriate way of doing so.
6. Student reports will be documented using the BHI Reporting Form in the data management system.
7. A student may request assistance from an employee to complete the BHI Reporting Form at school.
8. The student, employee, parent of a student, a close adult relative of a student, or bystander, will complete and submit the BHI Reporting Form to an administrator in person, by mail, or electronically, as soon as bullying, cyberbullying, harassment, or intimidation is known or suspected.
9. Upon receipt of a BHI Reporting Form or any other report of bullying, cyberbullying, harassment, or intimidation, the principal/designee will begin the investigation process within two school days. Parents of the target/victim

will be notified of the investigation within two school days. Parents of the accused will be notified of the investigation process in a timely manner.

10. The principal/designee will ensure the information from any report of known or suspected bullying, cyberbullying, harassment, or intimidation and the subsequent investigation is entered into the designated data management system using the same process for entering hard copy HCPSS BHI reports.

B. Employee and Service Provider Reporting

1. Principal/supervisor will maintain a school/workplace culture, in which employees or service providers may complete a Bullying, Harassment, or Intimidation Complaint Form without fear of retaliation.
2. The Bullying, Harassment, or Intimidation Complaint Form for employees and service providers can be accessed by contacting the Equity Assurance Manager or can be found on the school system's website.
3. Employees and service providers who feel they have been bullied, harassed, or intimidated will report, either orally or in writing, any such incidents promptly to an administrator/supervisor or to the Equity Assurance Manager, as appropriate.
 - a. If the alleged bully is the employee or service provider's immediate supervisor, the employee or service provider may report the alleged incident to the Equity Assurance Manager.
 - b. Employees or service providers will fill out the Bullying, Harassment, or Intimidation Complaint Form.
4. School-based administrators and supervisors will forward complaints of bullying, cyberbullying, harassment, or intimidation from employees or service providers to the Equity Assurance Manager.
5. If an employee or service provider wish to discuss the incident of bullying, cyberbullying, harassment, or intimidation with the administrator/supervisor or the Equity Assurance Manager, the administrator/supervisor or the Equity Assurance Manager will make an effort to provide the employee with a practical, safe, private, and appropriate way of doing so.

V. Investigation Procedures

A. Student Procedures

1. School administrators will begin the investigation within two school days after receipt of the BHI Reporting Form in compliance with Maryland's Model Policy To Address Bullying, Harassment, or Intimidation.

2. School administrators will provide notice of the incident to the parents of the target/victim within two school days. The parents of the individual(s) who has/have been accused of participating in the incident will be notified in a timely manner.

Following the investigation, school administrators will also notify both sets of parents that investigative action has been taken; due to confidentiality, specific disciplinary corrective measures are not to be discussed.

3. A school administrator will investigate the alleged incident and take corrective action as appropriate, even if a student, an employee, a parent, or a close adult relative does not complete the BHI Reporting Form for documentation and reporting purposes. An administrator will complete the BHI Reporting Form in the HCPSS data system.
4. School administrators will comply with due process rights, which include:
 - a. Notifying the accused of the allegations.
 - b. Providing an explanation of the evidence if the accused denies the allegations.
 - c. Allowing the accused an opportunity to respond to the allegations and encouraging them to provide a written response, when appropriate.
 - d. Notifying the parent of the accused promptly, in writing, of the violation and disciplinary consequence.
5. School administrators will strive to maintain the confidentiality of the target/victim, the accused and the witnesses to the extent possible.
6. School administrators will inform all parties involved that they are prohibited from discussing or sharing any information regarding the incident in question, with the exception of their parents, appropriate school-based employee, legal counsel, law enforcement personnel, or healthcare professional.
7. The accused will be informed that retaliation, bullying, cyberbullying harassment, or intimidation against the target/victim or bystander/witness is strictly prohibited and that progressive consequences will occur if the activity continues.
8. The school administrator will create a written record of the bullying, cyberbullying, harassment, intimidation, or hazing incident and any disciplinary actions taken, as well as the statements of the victim, witnesses, and accused. Discussions with all parties will be documented as soon as

possible after the event. Any material records or evidence will be retained for a criminal investigation or prosecution resulting from the incident.

9. After the investigation, Student Support Services employee will provide appropriate counseling support to the target/victim and accused within two weeks. If during the counseling session(s) it is determined that the bullying, cyberbullying, harassment or intimidation continues, it will be reported to the school administrator.
10. Any students and/or parents having concerns regarding the application of these procedures may refer to the Resolving School Concerns and Disagreements process on the HCPSS website or in the HCPSS Student & Parent Handbook. Individuals may also contact School Safety Specialist with the Maryland State Department of Education (MSDE) at 410-767-0311.

B. Employees and Service Provider Procedures

1. School administrators/supervisors will collaborate with the Equity Assurance Manager within two school days after receipt of the Bullying, Harassment, or Intimidation Complaint Form. Either the school administrator or the Equity Assurance Manager will begin the investigation.
2. School administrators/supervisors or Equity Assurance Manager will notify in a timely manner the target/victim, individual(s) who has/have been accused of participating in the incident that investigated action has been taken. Due to confidentiality, specific disciplinary corrective measures are not to be discussed.
3. School administrators/supervisors or the Equity Assurance Manager will comply with due process rights, which include:
 - a. Notifying the accused of the allegations.
 - b. Providing an explanation of the evidence if the accused denies the allegations.
 - c. Allowing the accused an opportunity to respond to the allegations and encouraging them to provide a written response, when appropriate.
4. School administrators/supervisors or Equity Assurance Manager will strive to maintain the confidentiality of the target/victim, the accused and the witnesses to the extent possible.
5. School administrators/supervisors or Equity Assurance Manager will inform all parties involved that they are prohibited from discussing or sharing any information regarding the incident in question, with the exception appropriate school-based employee, union representative, legal counsel, or law enforcement personnel.

6. The accused will be informed that retaliation, bullying, cyberbullying harassment, or intimidation against the target/victim or bystander/witness is strictly prohibited and that progressive consequences will occur if the activity continues.
7. School administrators/supervisors or Equity Assurance Manager will create a written record of the bullying, cyberbullying, harassment, intimidation, incident and any disciplinary actions taken, as well as the statements of the victim, witnesses, and accused. Discussions with all parties will be documented as soon as possible after the event. Any material records or evidence will be kept while a criminal investigation or prosecution resulting from the incident is ongoing.
8. After the investigation, school administrators/supervisors or Equity Assurance Manager may recommend supports in Section VII.B. below.
9. The school administrator/supervisor or Equity Assurance Manager and target/victim will schedule a meeting two weeks after the conclusion of the investigation to confer that there has been resolution to the reported incident.

VI. Violations of Policy

A. Student Violations

1. Any school administrator who believes that a student has violated this policy must also consider the following: Policy 1010 Discrimination, Policy 1020 Sexual Discrimination, Policy 1030 Child Abuse and Neglect, Policy 1040 Safe and Supportive Schools, Policy 8080 Responsible use of Technology and Social Media, Policy 9060 Rehabilitation Act of 1973 Compliance: Section 504, or Policy 9200 Student Discipline, the HCPSS Student Code of Conduct, or the HCPSS Threat Management Procedures.
2. School administrators will comply with due process rights, which include:
 - a. Notifying the accused of the allegations.
 - b. Providing an explanation of the evidence if the accused denies the allegations.
 - c. Allowing the accused an opportunity to respond to the allegations and encouraging them to provide a written response, when appropriate.
 - d. Notifying the parent of the accused promptly, in writing, of the violation and the disciplinary consequence.
3. If, after an investigation, the administrator determines that bullying, cyberbullying, harassment, or intimidation did occur, the following

procedures should be followed in accordance with Maryland's Model Policy to Address Bullying, Harassment, or Intimidation:

- a. The administrator/designee will promptly implement one or more of the corrective actions outlined on the Bullying, Harassment, or Intimidation Incident School Investigation Form, consistent with the consequences outlined in the HCPSS Student Code of Conduct.
 - b. Separate conferences with the target/victim and offender will occur within two weeks after the investigation to determine whether the bullying, cyberbullying, harassment, or intimidation has continued and whether additional consequences need to be implemented.
 - c. A follow-up conference will be held with the target/victim four weeks after the initial follow-up conference to determine if the bullying, cyberbullying, harassment, or intimidation has ceased.
 - d. Communication with the parents of the target/victim and offender will continue until the issue is resolved.
 - e. The principal will ensure that the information recorded on the BHI Reporting Form and the information on the Bullying, Harassment, or Intimidation Incident School Investigation Form is entered into the bullying database on the HCPSS student data system.
 - f. The BHI Reporting Form will be maintained in accordance with Policy 9050 Student Records.
4. It is a violation of this policy for students to be engaged in retaliation, consequences and/or remedial actions will be applied.
 5. The Office of Student Services will annually report bullying, cyberbullying, harassment, and intimidation data to the MSDE in accordance with Maryland's Model Policy to Address Bullying, Harassment, or Intimidation.
 6. For acts of bullying, cyberbullying, harassment, or intimidation that are considered delinquent or criminal acts, the administrator/designee will promptly report these acts to the responsible law enforcement agencies and the MSDE according to the Code of Maryland Regulations (COMAR 13A.08.01.15).
 7. Administrators will investigate any alleged incident and take corrective action as appropriate, even if a student, employee, parent, or a close adult relative does not complete the BHI Reporting Form.
 8. Gang related activity, as defined in the HCPSS Student Code of Conduct and Policy 9290 Gangs, Gang Activity, and Similar Destructive or Delinquent

Group Behavior as it relates to bullying, cyberbullying, harassment, or intimidation, is considered a violation of this policy.

9. For acts of sexual harassment, sexual assault and/or sexual violence the administrator will promptly follow Policy 1020 Sexual Discrimination which addresses these offences in accordance with Title IX of the Educational Amendments of 1972 ensuring the rights of the victim are protected.

B. Employee and Service Provider Violations

1. Any administrator/supervisor who believes that an employee or service provider has violated this policy will also consider whether the behavior constitutes a violation of Policy 1000 Civility, Policy 1010 Discrimination, Policy 1020 Sexual Discrimination, Policy 1030 Child Abuse and Neglect, Policy 1040 Safe and Supportive Schools, or Policy 8080 Responsible Use of Technology and Social Media.
2. When it is reported that an incident of bullying, cyberbullying, harassment or intimidation has occurred, the following procedures will be followed:
 - a. An employee or service provider suspected of violating this policy will be referred to the appropriate school administrator/supervisor or Equity Assurance Manager.
 - b. The school administrator/supervisor will collaborate with the Equity Assurance Manager. Either the school administrator/supervisor or Equity Assurance Manager will promptly conduct an investigation, and will notify the victim and the accused, in writing, of the results of the investigation.
 - c. If the investigation reveals that a violation has occurred, the school administrator/supervisor will take appropriate action in accordance with Policy 7030 Employee Conduct and Discipline and relevant master agreements if the employee is a member of a bargaining unit. Action against a service provider will be taken in accordance with relevant school system policies and other appropriate state and federal laws.
 - d. The offender will be counseled and notified of his/her rights, in writing, of the violation and of the disciplinary consequences.

VII. Supports

- A. Support services available to the student exhibiting bullying behaviors, the target/victim, witness or bystander will be implemented as appropriate based on context, situation, age, and severity. Such supports may include, but are not limited to:

1. School System
 - a. Counseling
 - b. Conflict resolution
 - c. Restorative practices
 - d. Problem-solving skills training
 - e. Social skills training, including anger management/impulse control
 - f. Peer support groups
 - g. Schedule modifications
 - h. Collaboration with school-based problem solving teams.

2. Community/Family
 - a. Public or private community-based mental health services
 - b. Community mediations
 - c. Department of Juvenile Services
 - d. Department of Social Services
 - e. Law enforcement agencies
 - f. Health Department programs
 - g. Youth development organizations
 - h. Faith-based services.

B. Supports and services available for employees may include, but are not limited to:

1. School System
 - a. Appropriate school administrator/supervisor
 - b. Appropriate administrative directors
 - c. Equity Assurance Manager
 - d. Employee Assistance Program (EAP).

2. Community/Family
 - a. Public or private community-based mental health services
 - b. Law enforcement agencies
 - c. Health Department programs
 - d. Community mediations
 - e. Faith-based services.

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