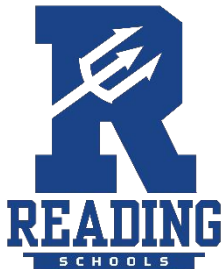


District Report

April 5, 2022



RCCSD Bullying and Anti-Harassment Policies and Procedures

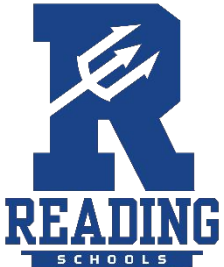


Policy and Procedures

Policy 5517.01 - Bullying and Other Forms of Aggressive Behavior

Harassment, intimidation, or bullying means:

- A. any intentional written, verbal, electronic, or physical act that a student or group of students exhibits toward another particular student(s) more than once and the behavior both causes mental or physical harm to the other student(s) and is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s); or
- B. violence within a dating relationship.

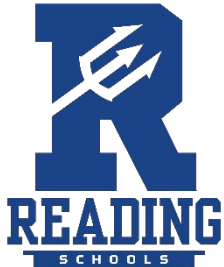


Policy and Procedures

Policy 5517.01 - Bullying and Other Forms of Aggressive Behavior

Any student or student's parent/guardian who believes s/he has been or is the victim of aggressive behavior should immediately report the situation to the Building Principal or assistant principal, or the Superintendent. The student may also report concerns to teachers and other school staff who will be responsible for notifying the appropriate administrator or Board official. Complaints against the Building Principal should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board President.

Every student is encouraged, and every staff member is required, to report any situation that they believe to be aggressive behavior directed toward a student. Reports may be made to those identified above.



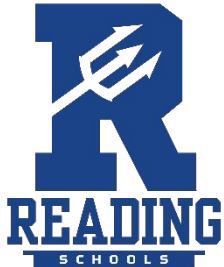
Note: Bold/italics added for this presentation

Policy and Procedures

Policy 5517.01 - Bullying and Other Forms of Aggressive Behavior

All complaints about aggressive behavior that ***may violate this policy*** shall be promptly investigated. The Building Principal or appropriate administrator shall prepare a written report of the investigation upon completion. Such report shall include findings of fact, a determination of whether acts of harassment, intimidation, and/or bullying were verified, and, when prohibited acts are verified, a recommendation for intervention, including disciplinary action shall be included in the report. Where appropriate, written witness statements shall be attached to the report.

If the investigation finds an instance of harassment, intimidation, and/or bullying/cyberbullying by an electronic act or otherwise, has occurred, it will result in prompt and appropriate remedial and/or disciplinary action*. This may include suspension or up to expulsion for students, up to discharge for employees, exclusion for parents, guests, volunteers, and contractors, and removal from any official position and/or a request to resign for Board members. Individuals may also be referred to law enforcement officials.



Note: Bold/italics added for this presentation

*Action taken corresponds to factors of severity, frequency, progressive discipline, and/or other factors following the student code of conduct

Reporting - Public School Works

For Parents/Students » [Report Bullying](#)

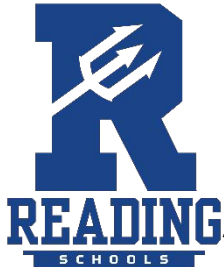
Report Bullying

Stay Safe, Speak Up - Student Safety Reporting

The link below takes you to an online reporting system (or call 1-866-listen2me). The system is for students and parents to report concerns that may affect the peace of mind of students or jeopardize the safety of people or school facilities.

Concerns may include, but are not limited to, bullying, abuse, bomb threats, cyber crimes, discrimination, drugs, health concerns, suspicious behavior, vandalism, fighting, & weapons. HelpLine information helps us maintain school environments that are safe and conducive for learning.

[Stay Safe, Speak Up Link](#)



**found at www.readingschools.org

Reporting - Public School Works



Stay Safe. Speak Up!
Student Safety Reporting

Student / Parent / Staff Links

English Español Français

[Tell Us Online](#)

[Tell Us by Telephone](#)



Administrative Links (Restricted)

[Administrative Login](#)

The online reporting system and the 1-866-listen2me phone system are for students and parents to report concerns which may affect the peace of mind of students or jeopardize the safety of people or school facilities. Concerns may include, but are not limited to, bullying, abuse, bomb threats, cyber crimes, discrimination, drugs, health concerns, suspicious behavior, vandalism, fighting, & weapons. Helpline information helps us maintain school environments that are safe and conducive for learning.

Your Information is Secure



Reporting - Public School Works

Stay Safe. Speak Up! Safety Report

We're here to help you!

Your information will not be shared with anyone other than those involved with helping you and investigating your issue. The more you tell us, the more we can help you. If you choose to remain anonymous, we may not have enough information to properly address your situation or resolve your issue.

Need help? [Trouble accessing this page?](#) Call 1-866-547-8362

Warning!

Any person who knowingly and willfully makes a false or misleading report or counsels another to make a false or misleading report may be subject to criminal and/or civil liability. Known violators are subject to prosecution to the maximum extent possible under the law. The IP address of the electronic device used for submitting information through this reporting system is logged and may be used to investigate a suspected false or misleading report.

Submitter

First name (optional)

Last name (optional)

Telephone No. (optional)

Email address (optional)

Additional Info

Student school *

Issue / Incident

Required *

Select a category *

[More about categories](#)

Describe your issue or concern *

Attachments

Upload photos, videos, files

[Add Attachment](#)

What happens next:

Your information will be reviewed and reasonable action will be taken to address the situation, to the extent such action does not disclose the source of the report, and is consistent with the due-process rights of the person alleged to have committed the acts.



Thank You!

If anyone requires immediate assistance, call 911

Time Remaining: 00:44:36

Submit

Print

Exit



Final Forms - Required Document Acknowledgement

Bullying, Harassment, and Intimidation

Bullying, Harassment and intimidation by any student in the Reading School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school per the policy of the Reading Board of Education.

Definition: State law defines bullying in Ohio schools as any intentional written, verbal, graphic or physical act that a student or group of students exhibits toward another student more than once, and that behavior both cause mental or physical harm to the other student and; is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for other students.

Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity, on school provided transportation, or at any official school bus stop that a reasonable person under the circumstance should know will have effect of:

- A. Causing mental or physical harm to the other students including placing an individual in reasonable fear of physical harm and/or damaging of student's personal property; and,
- B. Is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other students.

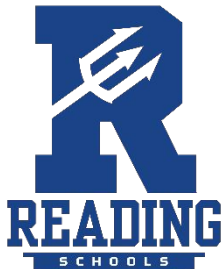
Verified acts of harassment, intimidation, or bullying shall result in an intervention by the building principal or his/her designee that is intended to provide that the prohibition against harassment, intimidation, or bullying behavior is enforced, with the goal that any such prohibited behavior will cease.

Teacher/Staff Reporting

Teachers and other school staff who witness acts of hazing, bullying and/or dating violence as defined above, promptly notify the building principal/designee of the event observed, and promptly file a written incident report concerning the events witnessed. Teachers and other school staff who receive student or parent reports of suspected hazing, bullying and/or dating violence promptly notify the building principal/designee of such report(s). If the report is a formal, written complaint, the complaint is forwarded to the building principal/designee no later than the next school day. If the report is an informal complaint by a student that is received by a teacher or other professional employee, he/she prepares a written report of the informal complaint that is forwarded to the building principal/designee no later than the next school day.

All complaints will be promptly investigated in accordance with the following procedures:

Step I: Any complaints, allegations, or rumors of aggressive behavior and/or bullying shall be presented to the building principal or assistant principal or the Superintendent. Students may also report their concerns to teachers or counselors who will be responsible for notifying the appropriate administrator or Board of Education official. Complaints against the building principal shall be filed



Final Forms - Required Document Acknowledgement

with the Superintendent. Complaints against the Superintendent shall be filed with the Board President. Information may be initially presented anonymously. All such information will be reduced to writing and should include the specific nature of the offense (e.g., the person(s) involved, number of times and places of the alleged conduct, the target of the suspected aggressive behavior and/or bullying, and the names of any potential witnesses). If the person filing the formal complaint is an adult, s/he must sign the charge affirming its veracity. If the person filing the formal complaint is a minor, s/he may either sign the charge or affirm its veracity before two (2) administrators.

Step II: The administrator/Board official receiving the complaint shall promptly investigate. Parents will be notified of the nature of any complaint involving their student. The administrator/Board official will arrange such meetings as may be necessary with all concerned parties within five (5) work days after receipt of the information or complaint. The parties will have an opportunity to submit evidence and a list of witnesses. All findings related to the complaint will be reduced to writing. The administrator/Board official conducting the investigation shall notify the complainant and parents as appropriate, when the investigation is concluded and a decision regarding disciplinary action, as warranted, is determined. A copy of the notification letter or the date and details of notification to the complainant, together with any other documentation related to the incident, including disciplinary action taken or recommended, shall be forwarded to the Superintendent.

Step III: If the complainant is not satisfied with the decision at Step II, s/he may submit a written appeal to the Superintendent or designee. Such appeal must be filed within ten (10) work days after receipt of the Step II decision. The Superintendent or designee will arrange such meetings with the complainant and other affected parties as deemed necessary to review and discuss the appeal. The Superintendent or designee shall provide a written decision to the complainant's appeal within ten (10) work days of the appeal being filed. Documentation related to the incident, other than any discipline imposed or remedial action taken, will be maintained in a file separate from the student's education records or the employee's personnel file.

Stay Safe, Speak Up Hotline: 1-866-listen2me or www.readingschools.org "Report Bullying"

Reading Board of Education Bullying, Harassment and Intimidation Policy:

Click the below link to access Policy # 5517.01

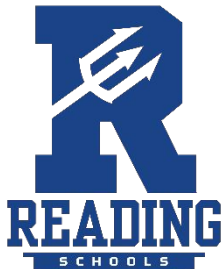
<https://www.boarddocs.com/oh/rccs/Board.nsf/vpublic?open#>

Required Form Signatures

I have read and understand policy

Parent/Guardian Signature:

Student Signature:





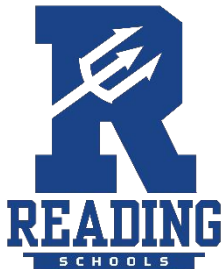
Bullying vs. Conflict

| QUALIFIERS | CONFLICT | RUDE | MEAN | BULLYING |
|-----------------------|---|--|--|---|
| Frequency | Occasional | Occasional | Once or Twice | Frequent; repeated |
| Intent | Not planned; in the heat of the moment | Spontaneous; unintentional | Intentional | Planned; intentional |
| Who is hurt? | All parties are upset | Can cause hurt feelings; upset | Can hurt others deeply | The target of the bullying is upset |
| Cause | All parties want to work things out | Based in thoughtlessness, poor manners or narcissism | Based in anger; impulsive cruelty | The bully is trying to gain control over the target |
| Taking Responsibility | All parties will accept responsibility | Rude person accepts responsibility | Behavior is often regretted | The bully blames the target |
| Who wants resolution? | An effort is made by all parties to resolve the problem | -- | -- | The target wants to stop the bully's behavior, but the bully does not |
| Resolution | Can be resolved through mediation | Building social skills could be of benefit | Needs to be addressed; should NOT be ignored | Needs to be addressed; should NOT be ignored |



Conflict vs. Bullying - Addressing Concerns

- **Monitoring and Supervision**
 - Teachers
 - Counselors
 - Administrators
 - Other Adults
- **Prevention**
 - Second Step (RES)
 - Thoughtful Thursday (RJSH)
 - Mindfulness
 - Empathy
 - Tier II Preventative/Educational Groups (Talbert House - Begins mid-April)
 - Mediation
 - Counselors
 - Teachers
 - Administrators
- **Code of Conduct**
 - Investigation
 - Restorative Practice
 - Consequences - appropriate per individual incident and other circumstances



Conflict vs. Bullying

- Schools are accountable and have to deal with conflicts and/or bullying, regardless of when it occurs
- School day is under seven hours long
- Student interactions - both interpersonally and through social media - outside of school have impacts inside of school
- Reporting is key
 - Without reporting, intervention and addressing issues is not possible
- Social media is a significant factor



Enough is Enough - Cyberbullying Statistics

https://enough.org/stats_cyberbullying?scrlybrkr=59629cbf

- Key Findings:
 - Nearly half of young people (47%) have received intimidating, threatening or nasty messages online
 - Children and young people are using social media for longer periods, and using multiple profiles
 - Underage (U13) use of social media is common place
 - There is a connection between intensive social media use and mental ill health.
 - Of children currently experiencing a mental health problem, over 2/3 (68%) say they experienced cyberbullying in the last year.

(Safety net: **The impact of cyberbullying on children and young people's mental health**, February 2018)
Summary report [here](#)
- A Majority of Teens Have Experienced Some Form of Cyberbullying. 59% of U.S. teens have been bullied or harassed online, and a similar share says it's a major problem for people their age. (**Pew Research Center Sept. 27, 2018**).

Key Takeaway: Cyberbullying/Harassment is a significant contributing factor to student mental health and significantly impacts school environments



Resource:

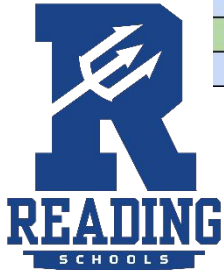
<https://bigfamilyorganisedchaos.com/free-apps-for-parents-to-monitor-social-media/>

District Events - Spring 2022



District Events - Spring 2022

| Date | Event | Time | Location | |
|----------|---------------------------------------|-----------------------|---------------------------------------|----------------|
| 4/6/2022 | Hilltop Athletic Complex Dedication | 3:30 p.m. | Hilltop Complex, 2230 Bolser Dr. | |
| 4/8/22 | RJSH Prom | 8PM- 11:00 | Mulhauser Barn, West Chester Township | District Event |
| 4/8/22 | RJSH After Prom | 11:00- | RJSH Cafetorium/Gym | 7-12 Event |
| 4/10/22 | Grand Re-Opening/100 Year Celebration | 1:00 p.m.-5:00 p.m. | RCCSD Campus | PK-6 Event |
| 4/10/22 | Festival of the Arts | 1:00 p.m.-5:00 p.m. | RCCSD Campus | Board Event |
| 4/13/22 | National Honor Society Induction | 7:00 p.m. | RCCSD Campus | |
| 4/20/22 | Board of Education Regular Session | 5:30 p.m. | RCCSD Media Center | |
| 4/26/22 | Top 10 Ceremony | 7:00 p.m. | RCCSD Campus | |
| 4/30/22 | Elementary Spring Carnival | 3:00 p.m.-7:00 p.m. | RCCSD Campus | |
| 5/1/22 | Community Pep Rally | 1:00 p.m.-3:00 p.m. | Haffey Field House | |
| 5/3/22 | Election Day | 6:00 a.m.-7:00 p.m. | | |
| 5/4/22 | Board of Education Work Session | 5:30 p.m. | RCCSD Media Center | |
| 5/4/22 | Honors Convocation | 7:00 p.m. | RCCSD Campus | |
| 5/11/22 | NJHS Induction Ceremony | 6:30 p.m. | RCCSD Campus | |
| 5/16/22 | 7/8th Grade Choir Concert | 6:00 p.m. | RCCSD Campus | |
| 5/16/22 | 9- 12 Grade Choir Concert | 7:00 p.m. | RCCSD Campus | |
| 5/18/22 | Board of Education Regular Session | 5:30 p.m. | RCCSD Media Center | |
| 5/18/22 | RJSH Band Concert | 7:00 p.m. | RCCSD Campus | |
| 5/20/22 | Elementary Talent Show | 1:20 p.m. - 2:20 p.m. | RCCSD Campus | |
| 5/20/22 | Senior Walk/Senior Last Day | | RCCSD Campus | |
| 5/23/22 | PK (Reyes) Graduation Ceremony | 6:00 p.m. | RCCSD Campus | |
| 5/25/22 | 8th Grade Recognition | 8:30/9:00? | RCCSD Campus | |
| 5/26/22 | Last Day for Students | Early Dismissal | | |
| 5/26/22 | Graduation Class of 2022 | 7:30 p.m. | Sharonville Convention Center | |
| 5/27/22 | Last Day for Staff | | | |



Community Conversations

Superintendent and Treasurer Facilitated Community Meetings

| Date | Time | Location | Topic(s) |
|----------------------|---------------------|-----------------------------------|--|
| Mon., Jan. 10 | 6:30 pm | Zoom | District Financial Future |
| Wed., Jan. 12 | 6:30 pm | Virtual | Parent Information Session - RJSH |
| Wed., Jan. 19 | 11:30 am | Strong's Brick Oven Pizza | RCCSD Lunch and Learn - Administrative Team |
| Mon., Jan. 24 | 6:30 pm | Zoom | District Financial Future |
| Tue., Feb. 1 | 7:00-8:30 am | RCCSD Central Office Lobby | Drop Off and Drop In - Coffee with the Superintendent/Treasurer |
| Thu., Feb. 3 | 6:30 pm | Zoom | District Financial Picture |
| Wed., Feb. 9 | 11:30 am | Strong's Brick Oven Pizza | RCCSD Lunch and Learn/Question and Answer |
| Thu., Feb. 17 | 7:30 pm** | Zoom** | District Financial Picture |
| Wed., Feb. 23 | 6:30 pm | Zoom | District Financial Picture |
| Fri., Feb. 25 | 11:30 am | Strong's Brick Oven Pizza | Open Conversation/Question and Answer |
| Tue., Mar. 1 | 7:00-8:30 am | RCCSD Central Office Lobby | Drop Off and Drop In - Coffee with the Superintendent/Treasurer |
| Thu., Mar. 3 | 6:30-7:30 pm | Zoom | District Financial Picture |
| Tue., Mar. 8 | 7:00-8:00 | McDonald's | Open Conversation/Question and Answer |
| Mon., Mar. 14 | 11:30 am | RCCSD Central Office Lobby | RCCSD Lunch and Learn/Question and Answer |
| Mon., Mar. 21 | 7:00 pm | Cafetorium | Community Town Hall |
| Tue., Apr. 5 | 11:30 am | Strong's Brick Oven Pizza | RCCSD Lunch and Learn/Question and Answer |
| Tue., Apr. 12 | 6:30 pm | Zoom | District Financial Picture |
| Thu., Apr. 14 | 7:00-8:30 am | RCCSD Central Office Lobby | Drop Off and Drop In - Coffee with the Superintendent/Treasurer |
| Mon., Apr. 18 | 6:30 pm | Zoom | District Financial Picture (change of date) |
| Mon., Apr. 25 | 6:30 pm | Media Center | Open Conversation/Question and Answer |
| Sat, Apr. 30 | 10:00 am | TBD | Open Conversation/Question and Answer |

