



**Prohibition of Bullying, Harassment, Hazing, and Retaliation**  
**Policy Series: 3000 Students**

**Policy No. 3025**

[Utah Code § 53G-9-605](#) requires that this policy be developed with input from students, parents, teachers, school administrators, school staff, or law enforcement agencies. Therefore, seek input from one or more of these groups prior to adopting this policy. There is a corresponding policy applicable to employee conduct, [Policy 5155](#), and the policies should be considered together as part of the District's bullying and hazing policy.

**Purpose and Philosophy**

The Board of Education is committed to provide all students and District employees with a safe and secure learning and working environment. Bullying, cyber-bullying, harassment, hazing, and retaliation reduce a student's ability to achieve academically and reduces an employee's ability to perform their job responsibilities. In addition, bullying, cyber-bullying, harassment, hazing, and retaliation can directly affect a student's or an employee's health and well-being, and may contribute to excessive absences, physical illness, mental and emotional anguish, and long-term social and psychological consequences. The Board directs the superintendent to develop procedures to stop and prevent bullying, cyber-bullying, harassment, hazing, and retaliation.

**Definitions**

1. "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress.
2. "Action plan" means a process to address an "incident."
3. "Bullying" means staff bullying or student bullying. ~~means intentionally or knowingly committing an act that endangers the physical health, safety, or emotional welfare of a student or employee for the purpose of creating fear of harm to the student or employee,~~

41 or harm to the property of the student or employee. Typically, bullying is behavior that is  
42 intended to cause personal harm or distress, exists in a situation or relationship in which  
43 there is an imbalance of power or strength, and may be repeated over time. The conduct  
44 described in this policy constitutes bullying, regardless of whether the person against  
45 whom the conduct is committed, directed, consented to, or acquiesced in the conduct.

- 46
- 47 4. "Communication" means the conveyance of a message, whether verbal, written, or  
48 electronic.
- 49
- 50 5. "Cyber-bullying" means:
- 51 a. Using the Internet, a cell phone, or another device to send or post text, video, or  
52 an image with the intent or knowledge, or with reckless disregard, that the text,  
53 video, or image will hurt, embarrass, intimidate, harass, express aggression  
54 towards, or threaten an individual, regardless of whether the individual directed,  
55 consented to, or acquiesced in the conduct, or voluntarily accessed the electronic  
56 communication.
- 57 b. In addition, any communication of this form that is generated off-campus but  
58 causes or threatens to cause a material and substantial disruption at school or  
59 interference with the rights of students to be secure may also be considered  
60 cyber-bullying.
- 61 ~~c. Examples include, but are not limited to sending mean, vulgar, or threatening~~  
62 ~~messages or images; posting sensitive or private information about the target;~~  
63 ~~pretending to be someone else to hurt a person; rude comments; lies; stalking;~~  
64 ~~threats; extortion; harassment; and transmission of inappropriate, unflattering, or~~  
65 ~~embarrassing pictures, photographs, and/or videos.~~
- 66
- 67 6. "Hazing" means a student intentionally, knowingly, or recklessly committing an act or  
68 causing another individual to commit an act toward a school employee or student that:
- 69 a. meets one of the following:
- 70 i. endangers the mental or physical health or safety of a school employee  
71 or student; or
- 72 ii. involves any brutality of a physical nature, including pushing, grabbing,  
73 pinching, whipping, beating, branding, calisthenics, bruising, electric  
74 shocking, shoving, poking, tripping, kicking, hitting, or placing of a harmful  
75 substance on the body, or exposure to the elements, or destroying  
76 property;
- 77 iii. involves consumption of any food, alcoholic product, drug, or other  
78 substance or other physical activity that endangers the mental or physical  
79 health and safety of a school employee or student; or
- 80 iv. involves any forced or coerced act or activity of a sexual nature or with  
81 sexual connotations such as demanding a person to remove articles of  
82 clothing or expose or touch private areas of the body; or (also a Title IX  
83 violation)

- 84 v. involves the physical obstruction of a student's or employee's freedom to  
85 move;
- 86 vi. involves any activity that would subject a school employee or student to  
87 extreme mental stress, such as sleep deprivation, extended isolation from  
88 social contact, or conduct that subjects a school employee or student to  
89 extreme embarrassment, shame, or humiliation; and either
- 90 b. is committed for the purpose of initiation into, admission into, affiliation with,  
91 holding office in, or as a condition for membership in a school or school  
92 sponsored team, organization, program, club or event; or
- 93 c. is directed toward a school employee or student whom the student knows, at the  
94 time the act is committed, is a member of, or candidate for membership in, a  
95 school or school sponsored team, organization, program, club, or event in which  
96 the student also participates.
- 97 d. The conduct described above constitutes hazing, regardless of whether the  
98 school employee or student against whom the conduct is committed directed,  
99 consented to, or acquiesced in, the conduct.
- 100
- 101 7. "Incident" means an incident of bullying, cyber-bullying, hazing, or retaliation which has  
102 been substantiated through a formal investigative process as described in this policy. An  
103 incident occurs at the same time and in the same place and may involve one or more  
104 students to whom the incident is directed, one or more students as causes of the  
105 incident, or a student as both a subject and a cause of the incident.
- 106
- 107 8. "Retaliate" means an act or communication intended:
- 108 a. as retribution against a person for reporting bullying, cyberbullying, abusive  
109 conduct, or hazing; or
- 110 b. to improperly influence the investigation of, or the response to, a report of  
111 bullying, cyberbullying, abusive conduct, or hazing.
- 112
- 113 9. "School employee" means school administrators, teachers, and staff members, as well  
114 as others employed or authorized as volunteers, directly or indirectly, by the school,  
115 school board, or school district or who works on a school campus.
- 116
- 117 10. "Staff bullying" means a school employee, with the intent to cause harm, repeatedly  
118 committing a written, verbal, or physical act against a student or another school  
119 employee, or engaging in a single egregious act toward another employee involving an  
120 imbalance of power, that:
- 121 a. Creates an environment that a reasonable person would find hostile, threatening,  
122 or humiliating and
- 123 b. Substantially interferes with a student or employee's educational or professional  
124 performance, opportunities, or benefits.
- 125 c. It does not mean instances of (1) ordinary teasing, horseplay, argument, or peer  
126 conflict, (2) reasonable correction of behavior by a school employee, or (3)

127 reasonable coaching strategies and techniques by a school employee who is a  
128 coach.

129  
130 11. "Student bullying" means one or more students, with the intent to cause harm,  
131 repeatedly committing a written, verbal, or physical act against another student, or  
132 engaging in a single egregious act toward another student involving an imbalance of  
133 power, that:  
134 a. Creates an environment that a reasonable person would find hostile and  
135 b. Interferes with a student's educational performance, opportunities, or benefits.  
136 c. It does not mean instances of (1) ordinary teasing, horseplay, argument, or peer  
137 conflict, (2) reasonable correction of behavior by a school employee, or (3)  
138 reasonable coaching strategies and techniques by a school employee who is a  
139 coach.

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141 12. Psychological Bullying includes, but is not limited to socially isolating an individual,  
142 making demeaning or sarcastic comments or gestures, and/or engaging in threatening  
143 comments or behavior.

144  
145 ~~13. Verbal/Written Bullying includes, but is not limited to name-calling, mean-teasing,~~  
146 ~~spreading false rumors, intimidation, sexual comments, harassing, and/or threatening~~  
147 ~~comments or behavior that is communicated verbally or in writing.~~

148  
149 14. Harassment means repeatedly communicating to another individual, in an objectively  
150 demeaning or disparaging manner, statements that contribute to a hostile learning or  
151 work environment for that individual.

152 15. "Volunteer" means a non-employee with significant, sometimes unsupervised access to  
153 students in connection with a school assignment.

154 ~~16. Physical Bullying involves brutality of a physical nature that endangers the physical~~  
155 ~~health and safety of a student or employee and includes, but is not limited to pushing,~~  
156 ~~grabbing, pinching, whipping, beating, branding, bruising, electric shocking, shoving,~~  
157 ~~poking, tripping, kicking, hitting, placing a harmful substance on the body, exposure to~~  
158 ~~the elements, or destroying property. Bullying may involve:~~  
159 ~~a. consumption of any food, liquor, drug, or other substance;~~  
160 ~~b. other physical activity that endangers the physical health and safety of a student~~  
161 ~~or employee;~~  
162 ~~c. any forced or coerced act or activity of a sexual nature or with sexual~~  
163 ~~connotations such as demanding a person to remove articles of clothing or~~  
164 ~~expose or touch private areas of the body; and/or~~  
165 ~~d. the physical obstruction of a student's or employee's freedom to move.~~

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169 **Bullying and Abusive Conduct Prohibited**

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171 No student may engage in bullying of a student or school employee on school property, at a  
172 school-related or sponsored event, on a school bus, at a school bus stop, or while the student is  
173 traveling to or from a school location or school related or sponsored event. No student may  
174 engage in abusive conduct. Students who engage in bullying or abusive conduct are in violation  
175 of this policy and an incident of bullying shall result in disciplinary action up to and including  
176 expulsion, consistent with the District's Safe Schools Policy 3310 (FHA).

177

178 Anonymous reports of bullying or abusive conduct alone cannot constitute the basis for formal  
179 disciplinary action.

180

181 The school or District may also report an incident of bullying to law enforcement if ~~that is~~  
182 ~~permitted~~ if allowed by Utah Code § 53G-8-211.

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184

185 **Hazing and Cyber-bullying Prohibited**

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187 No student may engage in hazing or cyber-bullying of a student or employee at any time or at  
188 any location.

189

190 Students who engage in hazing or cyber-bullying are in violation of this policy and an incident of  
191 hazing or cyber-bullying shall result in disciplinary action up to and including expulsion,  
192 as well as suspension or removal from a school-sponsored team or activity, including school  
193 sponsored transportation, consistent with the District's Safe Schools Policy 3310 (FHA).

194

195 The school may also determine to break up or dissolve a team, organization, or other school-  
196 sponsored group for hazing violations by its members.

197

198 Anonymous reports of hazing or cyber-bullying alone cannot constitute the basis for formal  
199 disciplinary action.

200

201 The school or District may also report an incident of hazing or cyber-bullying to law enforcement  
202 if ~~that is permitted~~ allowed by Utah Code § 53G-8-211.

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205 **Retaliation Prohibited**

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207 No student may engage in retaliation against a school employee, a student, or an investigator  
208 for, or witness of, an alleged occurrence of bullying, cyber-bullying, hazing, retaliation, or  
209 abusive conduct.

210

211 Students who engage in such retaliation are in violation of this policy and for an incident of  
212 retaliation are subject to disciplinary action up to and including expulsion, consistent with

213 the District's Safe Schools [Policy 3310](#) (FHA).

214  
215 Anonymous reports of retaliation alone cannot constitute the basis for formal disciplinary action.

216  
217 The school shall inform students who have reported being subjected to bullying, cyber-bullying,  
218 or hazing and these students' parents that retaliation is prohibited and shall encourage  
219 the students and parents to be aware of and to report any subsequent problems or new  
220 occurrences.

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### 223 **Making a False Report Prohibited**

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225 No student may make a false allegation of bullying, abusive conduct, cyber-bullying, hazing, or  
226 retaliation against a school employee or student.

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228 Students who engage in making such false allegations are in violation of this policy and for  
229 verified instances of false allegations are subject to disciplinary action up to and including  
230 expulsion, consistent with the District's Safe Schools [Policy 3310](#) (FHA).

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### 233 **Improper Sharing of Recording of Incident Prohibited**

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235 No student may share a recording of an incident or of abusive conduct in a way which would  
236 impact or encourage future incidents or abusive conduct or intending to impact or encourage  
237 future incidents or abusive conduct. Students who violate this prohibition are in violation of this  
238 policy and for verified infractions are subject to disciplinary action up to and including expulsion,  
239 consistent with the District's Safe Schools [Policy 3310](#) (FHA).

240

241 This restriction does not prevent a student from sharing a recording of an incident or of abusive  
242 conduct with a teacher or administrator as part of reporting the incident or abusive conduct or in  
243 response to a request from a teacher or administrator for the recording.

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### 246 **Reporting**

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248 A student target of bullying, cyber-bullying, harassment, hazing, or retaliation should inform  
249 his/her **their** teacher or any of his/her **their** school's administrators. An employee target of  
250 bullying, cyberbullying, harassment, hazing, or retaliation should inform his/her **their** supervisor.

251 A parent, guardian, teacher, or any other individual who is aware of bullying, cyber-bullying,  
252 harassment, hazing, or retaliation at school should inform school administration. A school  
253 teacher or administrator to whom a complaint is made or who otherwise becomes aware of an  
254 incident of bullying, cyberbullying, harassment, hazing, or retaliation shall, as soon as is  
255 reasonably possible, **but no later than within 24 hours**, report it to the principal or his/her **their**  
256 designee.

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**Prohibition of Bullying, Cyber-Bullying, Harassment, Hazing, and Retaliation**

~~Provo City School District prohibits bullying, harassment, hazing, and retaliation of students or employees by other students or employees at school/work, while on school or district property, at school/work related activities and events, on a school bus, at a school bus stop, or while the student or employee is traveling to or from any of the above. The District encourages all targets of bullying and all persons witnessing such an event to report the incident(s) immediately.~~

~~Provo City School District prohibits the hazing or cyber bullying of students or employees by other students or employees at any time or in any location. The District encourages all targets of hazing or cyber bullying, and all persons with knowledge of hazing or cyber bullying to report the incident(s) immediately.~~

~~No student or employee may engage in retaliation against a student, employee, investigator, or witness of an alleged incident of bullying, cyber bullying, harassment, hazing, or retaliation. The District encourages all targets of retaliation, and all persons with knowledge of retaliation to report the incident(s) immediately.~~

~~No student or employee may make a false allegation of bullying, cyber bullying, harassment, hazing, or retaliation against a student or employee.~~

**Investigation and Action Plan**

Upon receipt of a reported incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, the school principal or designee shall promptly review and investigate the allegations.

This investigation shall include interviewing the individual students subjected to the incident, the individual alleged to have engaged in prohibited conduct, the parents of the students subjected to the incident and alleged perpetrator, any witnesses to the conduct, school staff familiar with the student subjected to the incident, and school staff familiar with the alleged perpetrator. The principal or designee may also review physical evidence, including but not limited to video or audio recordings, notes, email, text messages, social media, and graffiti.

The principal or designee shall inform any person being interviewed that the principal or designee is required to keep the details of the interview confidential to the extent allowed by law and that further reports of bullying will become part of the investigation.

When the available information indicates that an infraction may also constitute a civil rights violation, the principal or designee shall also investigate that possible violation and take such disciplinary or other action as may be warranted. Any bullying, cyber-bullying, harassment, hazing, or retaliation that is found to be targeted at an individual because of his/her race, color, religion, sex, national origin, disability, sexual orientation, including gender

301 expression or identity, and/or any other classification protected by law is further prohibited under  
302 federal antidiscrimination laws and is subject to compliance procedures from the U.S.  
303 Department of Education, Office of Civil Rights.

304  
305 When it is determined that an incident has occurred, the school shall create and implement an  
306 action plan. While parents should be involved in the development and implementation of  
307 the action plan, the school may develop and implement the plan without parent involvement  
308 when the parent chooses not to participate in the process.

309  
310 The action plan shall include a communication plan designed to keep each parent updated on  
311 the implementation of the plan. The communication plan shall provide for regular  
312 updates and communication shall include explaining the process for addressing the incident,  
313 informing the parent about the outcome of the investigation, and discussing safety  
314 considerations for the student at whom the incident was directed.

315  
316 For the student at whom the incident was directed and in direct coordination with that  
317 student's parent, the plan shall include:

- 318 1. a tailored response to the incident that addresses the student's needs;
- 319  
320 2. a mechanism to consider consequences or accommodations the student may need  
321 regarding decreased exposure or interactions with the student who caused the incident;
- 322  
323 3. notification of the consequences and plan to address the behavior of the student who  
324 caused the incident;
- 325  
326 4. supportive measures designed to preserve the student's access to educational services  
327 and opportunities; and
- 328  
329 5. to the extent available, access to other resources the parent requests for the  
330 student.
- 331  
332 6. The action plan may not include a requirement that the student at whom the incident was  
333 directed change the student's education schedule or placement or participation in a  
334 school-sponsored sport, club, or activity.

335  
336 For the student who caused the incident and in direct coordination with that student's parent,  
337 the plan shall include:

- 338 1. a range of tailored and appropriate consequences, making reasonable effort to preserve  
339 the student's access to educational services and activities;
- 340  
341 2. a process to determine and provide any needed resources related to the underlying  
342 cause of the incident;
- 343  
344 3. supportive measures designed to preserve the student's access to educational services

345 and opportunities while protecting the safety and well-being of other students; and

346

347 4. a process to remove the student from school in an emergency situation, including a  
348 description of what constitutes an emergency.

349

350 The student who caused the incident (or the student's parent) may appeal one or more of the  
351 consequences to that student which are included in the action plan through the same  
352 processes and procedures provided for appeal of other student disciplinary actions.

353

354 The action plan may include supporting involved students through trauma-informed care  
355 practices, if appropriate, as defined in [Utah Admin. Rules R277-613-2\(15\)](#).

356

357 The action plan may also include positive restorative justice practice action, if permitted.

358 Restorative justice practice is a discipline practice that brings together students, school

359 personnel, school families, and community members to resolve conflicts, address disruptive

360 behaviors, promote positive relationships, and promote healing. The student at whom the

361 incident was directed is not required to participate in a restorative justice practice with the

362 student who caused the incident. If the principal or designee desires to have a student

363 participate, the principal or designee shall first inform that student's parent about the restorative

364 justice practice and obtain the parent's consent prior to such participation.

365

366 If any retaliation occurs, the principal or designee shall take strong responsive action against

367 it, including but not limited to providing assistance to any student subjected to the

368 incident and their parent in reporting subsequent problems and new incidents.

369

370 The principal or designee shall follow up with parents of all students involved (victim or

371 perpetrator), informing parents when an investigation is concluded, what safety

372 measures will be in place for their child as determined by the investigation, of additional

373 information about the investigation to the extent consistent with the Family Educational Rights

374 and Privacy Act of 1974 ("FERPA"), and of any available appeal options if a parent disagrees

375 with the resolution of the investigation.

376

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### 378 **Parental Notification of Incidents and Suicide Threats**

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380 The school shall promptly notify a student's parent when the student is involved in an incident

381 (whether as a target or as a perpetrator) or when a student threatens suicide. When the student

382 is involved in an incident, the parent shall also be notified of the action plan. In addition to giving

383 notice of the incident or threat, the school shall also provide the parent with the following:

384 1. suicide prevention materials and information as recommended by the State

385 Superintendent;

386 2. information on ways to limit a student's access to fatal means (including firearms and

387 medication); and

- 388 3. information and resources on the healthy use of social media and online practices. (See  
389 Policy FDACE.)  
390

391 The school shall produce and maintain a record that verifies that the parent was notified of the  
392 threats or incidents listed above and provided the required information. If applicable, the record  
393 shall also track implementation of the action plan. The record is a private record for purposes of  
394 the Government Records Access and Management Act.  
395

396 The process for notifying a parent shall consist of:  
397

- 398 1. The school principal or designee shall attempt to make personal contact with a parent  
399 when the school has notice of a threat or incident listed above. It is recommended that  
400 the parent be informed of the threat or incident with two school people present. If  
401 personal contact is not possible, the parent may be contacted by phone. A second  
402 school person should witness the phone call.  
403
- 404 2. Contact with the parent must be documented in a "Verification of Parent Contact  
405 Regarding Threat or Incident." When there is an action plan, the documentation shall be  
406 supplemented to track implementation of the action plan.(A copy of the "Verification of  
407 Parent Contact Regarding Threat or Incident" is attached below.) Subject to laws  
408 regarding confidentiality of student educational records, at the request of a parent, a  
409 school may provide information and make recommendations related to an incident or  
410 threat.  
411

412 The record of parental notification shall be maintained in accordance with Policy 3200, Policy  
413 3210, [Title 53E, Chapter 9, Part 3, Student Data Protection](#), [Title 53E, Chapter 9, Part 2,](#)  
414 [Student Privacy](#), and the [Federal Family Educational Rights and Privacy Act](#) ("FERPA"). This  
415 form shall contain the date, time, manner of notification, and indicate the type of threat or  
416 incident. This form, along with any related written communication, must be kept separate from  
417 the student's educational records. The form may be disclosed to the parent(s)/ guardian(s)  
418 and/or student(s), but it may not be disclosed to any other person or entity except when required  
419 by a valid court order as provided in Utah Code. A copy of the record of parental notification  
420 shall upon request be provided to the student to whom the record relates. After the student has  
421 graduated, the District shall expunge the record of parental notification upon request of the  
422 student.  
423

## 424 **Training and Education**

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427 Each school shall establish procedures for training school employees, coaches, volunteers  
428 and students on bullying, cyber-bullying, hazing, retaliation, or abusive conduct. The  
429 principal or designee shall be the point person to assist, direct, and supervise training on these  
430 matters.  
431

432 Training to students, staff, and volunteers shall:

433 1. Include information on:

- 434 a. Bullying, cyber-bullying, hazing, retaliation, and abusive conduct;
- 435 b. Discrimination under Title VI of the Civil Rights Act of 1964, Title IX of the  
436 Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973,  
437 and Title II of the Americans with Disabilities Act of 1990;
- 438 c. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are  
439 different from discrimination and may occur separately from each other or in  
440 combination,
- 441 d. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are  
442 prohibited based on the students' or employees' actual or perceived  
443 characteristics, including race, color, national origin, sex, disability, religion,  
444 gender identity, sexual orientation, or other physical or mental attributes, or  
445 conformance or failure to conform with stereotypes, and
- 446 e. The right of free speech and how it differs for students, employees, and parents;

448 2. Complement the suicide prevention program required for students and the suicide  
449 prevention training required for licensed educators; and

451 3. Include information on when issues relating to these standards may lead to employee or  
452 student discipline.

454 This training shall be provided to all new employees, coaches, and volunteers within the first  
455 year of service and shall be provided to all employees, coaches, and volunteers at least  
456 once every three years after the initial training.

458 In addition to training school employees and educating students mentioned above, all volunteer  
459 coaches, employees, and students involved in any curricular athletic program or any extra-  
460 curricular club or activity shall:

- 461 1. Complete bullying, cyber-bullying, harassment, hazing, and abusive conduct prevention  
462 training prior to participation;
- 464 2. Repeat bullying, cyber-bullying, harassment and hazing prevention training at least  
465 every three years;
- 467 3. Be informed annually of the prohibited activities list provided previously in this Policy and  
468 the potential consequences for violation of this Policy.

470 The content of this activity training shall be developed in collaboration with the Utah High  
471 School Activities Association (UHSAA) and the training shall also be provided in  
472 collaboration with UHSAA. The school shall obtain and keep signature lists of the participants in  
473 the activity training.

475 Teachers should discuss this policy with their students in age-appropriate ways and should

476            assure them that they need not endure any form of bullying, harassment, hazing, or  
477 cyber-bullying.

478  
479    The District may also offer voluntary training to parents and students regarding bullying,  
480            cyber-bullying, hazing, abusive conduct, and retaliation.

481  
482    The principal or designee responsible for reviewing and investigating allegations of  
483            bullying, cyber-bullying, hazing, retaliation, and abusive conduct shall receive training on  
484            conducting a review and investigation as provided for in this policy.

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#### 487 **District Coordinator**

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489    The District shall designate at least one individual who can provide training to each school  
490    principal or designee responsible for school training and oversight. This individual also oversees  
491    implementation of action plans, monitors implementation of this policy regarding communication  
492    plans, acts as the District's liaison to the State Board of Education regarding bullying, cyber-  
493    bullying, hazing, abusive conduct, and retaliation, and assists with school case-specific needs.

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#### 496 **Assessment**

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498    Subject to the requirements of [Utah Code § 53E-9-203](#) regarding parental consent for certain  
499    types of inquiries of students, each school shall regularly (and at least once per year) conduct  
500    assessment through student input (surveys, reports, or other methods) of the prevalence of  
501    bullying, cyber-bullying, and hazing in the school, and specifically in locations where students  
502    may be unsafe and adult supervision may be required such as playgrounds, hallways, and lunch  
503    areas

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#### 506 **Publication and Acknowledgment**

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508    A copy of this policy shall be included in student conduct handbooks, employee handbooks,  
509    shall be provided to the parent of each student enrolled in the District, and shall be available on  
510    the District website.

511

512    Each student 8 years of age and older and a parent of each student enrolled in the District shall  
513    annually provide a signed statement stating that the student and parent has received a copy of  
514    this policy; however, such a statement is not a substitute for having met the training  
515    requirements of this policy.

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#### 518 **Report to State Superintendent**

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520 Each year, on or before June 30, the District shall submit a report to the State Superintendent  
521 which includes the following:  
522 1. a copy of the District's bullying policy;  
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524 2. confirmation of compliance with the requirement to obtain a signed acknowledgment of  
525 the policy from students, parents, and employees;  
526 3. verification of required training regarding bullying, cyber-bullying, hazing, retaliation, and  
527 abusive conduct;  
528  
529 4. the number of verified incidents of bullying, cyber-bullying, hazing, and retaliation; and  
530  
531 5. the number and type of those incidents that included a student or employee who was  
532 allegedly bullied, cyber-bullied, hazed, or retaliated against because of the student's or  
533 employee's actual or perceived disability, race, national origin, religion, sex, gender  
534 identity, sexual orientation, or other characteristic, including the federal reporting  
535 requirements for civil rights violations.  
536

#### 537 Investigation

538 ~~The principal/supervisor or designee, to whom a complaint of bullying, cyber-bullying,~~  
539 ~~harassment, hazing, or retaliation is reported shall promptly investigate the complaint. All acts of~~  
540 ~~bullying, cyber-bullying, harassment, hazing, or retaliation that constitute criminal activity will be~~  
541 ~~promptly reported to law enforcement. To the extent permitted by federal and state law, District~~  
542 ~~policies and confidentiality and privacy rights, and to assure the integrity of the investigation and~~  
543 ~~corrective action, the parent(s) or legal guardian(s) of a student perpetrator or target may be~~  
544 ~~involved in the process of responding to and resolving conduct prohibited by this policy.~~

#### 545 Parental/Guardian Notification

546 ~~Pursuant to Utah Code, each school administrator who finds that an incident of bullying,~~  
547 ~~cyberbullying, harassment, hazing, or retaliation has occurred shall notify the~~  
548 ~~parent(s)/guardian(s) of each student involved. Likewise, each school administrator shall notify~~  
549 ~~the parent(s)/guardian(s) of any student who threatens to commit suicide. The school~~  
550 ~~administrator who notifies parent(s)/guardian(s) under this section shall keep a record verifying~~  
551 ~~that the parent(s)/guardian(s) were notified using the Parent/Guardian Notification Record of~~  
552 ~~Student Bullying Incident or Suicide Threat form. The form prepared pursuant to this section is~~  
553 ~~categorized as a "private record" as per Utah Code under the Government Records Access and~~  
554 ~~Management Act (GRAMA). In addition, the form and any accompanying written communication~~  
555 ~~may not be used for the school's own purposes, such as for a report or study, statistical~~  
556 ~~analysis, or to conduct research.~~

#### 557 Discipline

558 Any student who engages in bullying, cyber-bullying, harassment, hazing, or retaliation, as  
559 described herein, is in violation of this policy and shall be subject to disciplinary action.

560 Consequences should be firm, fair, and correspond to the severity of the infraction. A continuum  
561 of consequences should be utilized along with implementing positive behavioral interventions  
562 and support strategies. Disciplinary action may include, but is not limited to: suspension;  
563 expulsion; exclusion from, or loss of participation in extracurricular activities; dissolution of a  
564 team, organization, or other group; probation; alternate educational placement; and/or referral to  
565 law enforcement authorities for criminal acts. In imposing such discipline, all facts and  
566 circumstances of the incident(s) shall be taken into account. Formal disciplinary action may not  
567 be based solely on an anonymous report of bullying, cyber bullying, harassment, hazing, or  
568 retaliation. Disciplinary due process procedures shall be followed. To the extent permitted by  
569 federal and state law, District policies, and confidentiality and privacy rights, the parent(s) or  
570 legal guardian(s) of a student who is a target of bullying, cyber bullying, harassment, hazing, or  
571 retaliation may be generally informed that disciplinary action has been taken against the  
572 perpetrator(s), but specific details concerning a student's disciplinary action are protected from  
573 disclosure as per the Federal Educational Rights and Privacy Act (FERPA).

574 Any employee who engages in bullying, cyber bullying, harassment, hazing, or retaliation, as  
575 described herein, is in violation of this policy and shall be subject to disciplinary action, up to  
576 and including employment termination. Consequences should be firm, fair and correspond to  
577 the severity of the infraction. Professionally licensed employees may be referred to the Utah  
578 Professional Practices Advisory Commission (UPPAC), along with any and all evidence for  
579 investigation and possible disciplinary action against professional licensing. Criminal acts will  
580 also result in referral to law enforcement authorities. Disciplinary due process procedures shall  
581 be followed as set forth in applicable District Employee Agreements, Memorandums of  
582 Understanding, and district policies.

### 583 Dissemination of Policy

584 This policy shall be posted on the District's website and may also be published in student  
585 registration materials, student and employee handbooks, parent/guardian information guides,  
586 and other appropriate school publications, as directed by the District.

### 587 Education and Training

588 Provo City School District recognizes the importance of educating its employees and students  
589 regarding the prevention of bullying, cyber bullying, harassment, hazing, and retaliation. To this  
590 end, the District will provide ongoing training and education in this area. Notice of this policy will  
591 be distributed and annual training will be conducted for employees and students of the District.  
592 Training shall provide strategies for employees and students regarding:

- 593 ● how to recognize and be aware of bullying, cyber bullying, harassment, and hazing;
- 594 ● intervention and social skills; and
- 595 ● the implementation of positive behavioral interventions and support strategies.

596 Training shall be specific as to the following areas:

- 597 ● ~~Acts of overt aggression, such as physical fighting (i.e., punching, shoving, and~~  
598 ~~kicking) and verbal threatening behavior (i.e., name calling, etc.);~~
- 599 ● ~~Relational aggression or indirect, covert, or social aggression (i.e., rumor spreading,~~  
600 ~~intimidation, enlisting a friend to assault another person, and social isolation);~~
- 601 ● ~~Bullying or hazing of a sexual nature or with sexual overtones; and~~
- 602 ● ~~Cyber-bullying (i.e., use of e-mail, websites, text messaging, instant messaging,~~  
603 ~~three-way calling or messaging, and other electronic means for aggression inside or~~  
604 ~~outside of school).~~

605 ~~Prior to any employee, student, or volunteer coach participating in a District-sponsored athletic~~  
606 ~~program (curricular or extracurricular) or an extracurricular student club or activity, a student,~~  
607 ~~coach, or advisor shall participate in bullying and hazing prevention training. Such training may~~  
608 ~~be in collaboration with the Utah High School Activities Association (UHSAA). Student athletes~~  
609 ~~and extracurricular student club members shall be informed of prohibited activities under Utah~~  
610 ~~law and this policy, and notified of potential consequences for violations. The District shall~~  
611 ~~provide annual training to all new students and employees who are involved with such athletic~~  
612 ~~programs and extracurricular student clubs, and shall provide refresher training for all such~~  
613 ~~involved students and employees at least once every three (3) years. Training curriculum~~  
614 ~~outlines, training schedules, and participant lists or signatures shall be maintained by the District~~  
615 ~~or each school, as applicable, and provide to the Utah State Office of Education upon request.~~

## 616 **Legal References**

- 617 [Utah Code § 53G-9-601\(1\) \(2025\)](#)
- 618 [Utah Code § 53G-9-601\(2\) \(2025\)](#)
- 619 [Utah Code § 53G-9-601\(3\) \(2025\)](#)
- 620 [Utah Code § 53G-9-601\(4\) \(2025\)](#)
- 621 [Utah Code § 53G-9-601\(5\) \(2025\)](#)
- 622 [Utah Code § 53G-9-601\(6\) \(2025\)](#)
- 623 [Utah Code § 53G-9-601\(7\) \(2025\)](#)
- 624 [Utah Admin. Rules R277-613-2\(8\), \(16\) \(October 8, 2024\)](#)
- 625 [Utah Code § 53G-9-601\(11\) \(2025\)](#)
- 626 [Utah Code § 53G-9-601\(13\) \(2025\)](#)
- 627 [Utah Code § 53G-9-601\(14\) \(2025\)](#)
- 628 [Utah Code § 53G-9-601\(15\) \(2025\)](#)
- 629 [Utah Admin. Rules R277-613-2\(17\) \(October 8, 2024\)](#)
- 630 [Utah Code § 53G-9-602\(1\) \(2024\)](#)
- 631 [Utah Code § 53G-9-605\(3\)\(b\) \(2024\)](#)
- 632 [Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)

633 [Utah Code § 53G-9-602\(2\) \(2024\)](#)  
634 [Utah Code § 53G-9-605\(3\)\(b\) \(2024\)](#)  
635 [Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)  
636 [Utah Code § 53G-9-603\(1\) \(2024\)](#)  
637 [Utah Code § 53G-9-605\(3\)\(c\) \(2024\)](#)  
638 [Utah Admin. Rules R277-613-4\(1\)\(a\), \(5\) \(October 8, 2024\)](#)  
639 [Utah Code § 53G-9-603\(2\) \(2024\)](#)  
640 [Utah Code § 53G-9-605\(3\)\(d\) \(2019\)](#)  
641 [Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)  
642 [Utah Code § 53G-9-605\(3\)\(e\) \(2024\)](#)  
643 [Utah Admin. Rules R277-613-4\(1\)\(f\) \(October 8, 2024\)](#)  
644 [Utah Admin. Rules R277-613-5\(2\), \(3\), \(4\) \(October 8, 2024\)](#)  
645 [Utah Admin. Rules R277-613-5\(6\) \(October 8, 2024\)](#)  
646 [Utah Code § 53G-9-605.5 \(2024\)](#)  
647 [Utah Code § 53G-9-605\(3\)\(f\), \(h\), \(i\) \(2024\)](#)  
648 [Utah Admin. Rules R277-613-6\(1\), \(2\), \(4\) \(October 8, 2024\)](#)  
649 [Utah Code § 53G-9-605.5\(4\) \(2024\)](#)  
650 [Utah Admin. Rules R277-613-6\(3\) \(October 8, 2024\)](#)  
651 [Utah Admin. Rules R277-613-5\(8\)\(b\) \(October 8, 2024\)](#)  
652 [Utah Admin. Rules R277-613-2\(15\)](#)  
653 [Utah Admin. Rules R277-613-2\(12\) \(October 8, 2024\)](#)  
654 [Utah Admin. Rules R277-613-5\(7\), \(8\), \(9\) \(October 8, 2024\)](#)  
655 [Utah Admin. Rules R277-613-4\(5\) \(October 8, 2024\)](#)  
656 [Utah Admin. Rules R277-613-5\(11\) \(October 8, 2024\)](#)  
657 [Utah Code § 53G-9-607\(1\), \(2\) \(2024\)](#)  
658 [Utah Admin. Rules R277-613-4\(6\) \(October 8, 2024\)](#)  
659 [Utah Admin. Rules R277-613-5\(1\)\(c\) \(October 8, 2024\)](#)  
660 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)  
661 [Utah Admin. Rules R277-613-4\(7\) \(October 8, 2024\)](#)  
662 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)  
663 [Utah Admin. Rules R277-613-7 \(October 8, 2024\)](#)  
664 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)  
665 [Utah Code § 53G-9-605\(3\)\(j\)\(ii\), \(4\) \(2024\)](#)  
666 [Utah Code § 53G-9-607\(2\)\(c\) \(2024\)](#)  
667 [Utah Admin. Rules R277-613-5\(1\)\(b\) \(August 8, 2023\)](#)  
668 [Utah Admin. Rules R277-613-5\(1\)\(c\) \(October 8, 2024\)](#)  
669 [Utah Code § 53E-9-203](#)

- 670 [Utah Admin. Rules R277-613-4\(4\) \(October 8, 2024\)](#)
- 671 [Utah Code § 53E-9-203 \(2024\)](#)
- 672 [Utah Code § 53G-9-605\(3\)\(j\), \(4\) \(2024\)](#)
- 673 [Utah Admin. Rules R277-613-4\(1\)\(d\), \(2\) \(October 8, 2024\)](#)
- 674 [Utah Code § 53G-9-604 \(2024\)](#)
- 675 [Utah Admin. Rules R277-613-4\(3\) \(October 8, 2024\)](#)
- 676 [Title 53E, Chapter 9, Part 3](#)
- 677 [Title 53E, Chapter 9, Part 2, Student Privacy](#)
- 678 [Utah Code § 53G-9-604\(2\)\(a\)\(iii\), \(4\) \(2024\)](#)
- 679 [Utah Admin. Rules R277-613-5\(12\) \(October 8, 2024\)](#)

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