

# INVESTIGATIONS OF BULLYING COMPLAINTS

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# Legal Definition of Bullying

The behavior must be Deliberate, **UNWANTED** *and* Severe **OR** Pervasive for the purpose of causing harm. There must be a reasonable likelihood that one or more of the following effects will be evident:

- Reasonable fear of harm to person or property
- Substantial detrimental effect on physical or mental health of pupil(s)
- Substantial interference with
  - academic performance or
  - ability to participate in or benefit from school services, activities, or privileges

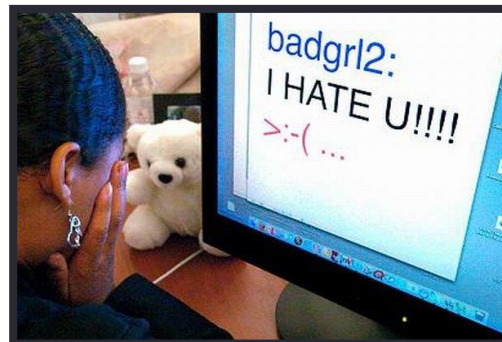
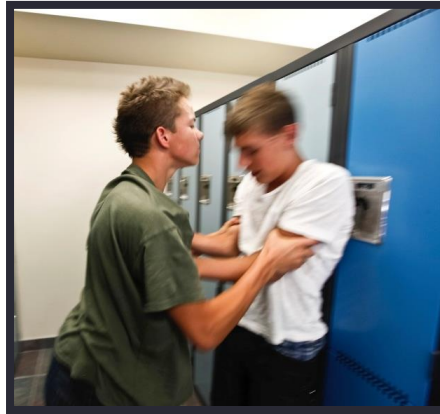
# Delivery Models of Bullying

Physical

Verbal/Non  
Verbal

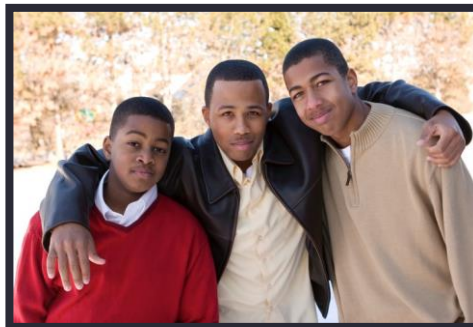
Social/Emotional  
/Relational

Cyber



# **Bullying Based on Protected Category should be coded as Harassment**

- Sex
- Color
- Race
- Ethnicity
- National Origin
- Mental/Physical Disability
- Religion
- Sexual Orientation
- Gender Identity/Expression
- Immigration Status



# Bullying v. Teasing

***Bullying*** is unwanted and has the intention of inflicting harm. There is no desire to be friends.

*Bullying seeks to build distance.*

***Teasing*** can be hurtful but there is no intent to harm *and* there is a desire to develop or preserve a friendship.

*Teasing seeks to build closeness.*



# Bullying v. Conflict

***Bullying*** is one-sided and signified by an imbalance of power. One person is the clear aggressor and the other is seemingly powerless to fight back.

***Conflict*** is a disagreement, struggle, clash or fight between persons of equal power who disagree on a specific item. Both parties are engaging in the behavior.





**Is it age normative?**



## Bullying

Intentional, targeted and potentially hurtful and humiliating.

The perpetrator does not desire a relationship with their target.

## Hazing

Intentional, targeted and potentially harmful and humiliating.

The perpetrator AND target do desire a relationship and see this as a way to build closeness.

## Teasing

Intentional and targeted but unintentionally harmful and humiliating.

The perpetrator does desire a relationship with their target and feels remorse when the relationship is harmed.



# Investigate, Intervene, Monitor, Resolve

*document, document, document, document*



We take all reported & witnessed incidents seriously!

If you would like to make a written complaint, this form is available at your school. (BUL-5212.2 Attachment A & B)

**BUL-5212.1**

**LOS ANGELES UNIFIED SCHOOL DISTRICT**

**BULLYING OR HAZING COMPLAINT FORM** ATTACHMENT A

School Name: \_\_\_\_\_ Date: \_\_\_\_\_

Your name: \_\_\_\_\_

Your Contact Phone / Email: \_\_\_\_\_

Relationship to the Alleged Target or Perpetrator: \_\_\_\_\_

Alleged Target(s) of Bullying: \_\_\_\_\_

Alleged Perpetrator(s) of Bullying: \_\_\_\_\_

DOB: \_\_\_\_\_ Grade \_\_\_\_\_

DOB: \_\_\_\_\_ Grade \_\_\_\_\_


*Bullying is any severe or pervasive physical or verbal act or conduct, including electronic communications, that has been committed toward student(s) or adults(s) and has or can be reasonably predicted to have one or more of the following: 1) Reasonable fear of harm to person or property, 2) Substantially detrimental effect on physical or mental health, 3) Substantial interference with ability to participate in or benefit from school services, activities, or privileges. Hazing is \_\_\_\_\_*

1. Describe your concerns. Please include who was involved, when and where the incident(s) happened, who witnessed it, how long this has been going on, etc.

# ATTACHMENT C - COMPLAINT WORKSHEET

Is a handy tool to organize details of the investigation, supports and interventions.

This form is available as a fillable PDF in Bulletin 5212.2.

 **LOS ANGELES UNIFIED SCHOOL DISTRICT**  
**BULLYING COMPLAINT RESPONSE WORKSHEET** ATTACHMENT C

*Dates of contact pertinent to investigation, monitoring and resolution:*

Complaint investigator	_____	Position	_____
Date(s) of alleged incident(s)	_____		
Alleged perpetrator(s)	_____		
Alleged target(s)	_____		
Witnesses	_____		

*Dates of Contact and Monitoring with:*

Alleged student target(s)	_____
Parent/Guardian(s) of alleged target	_____
Alleged perpetrator(s)	_____
Parent/Guardian(s) of alleged perpetrator(s)	_____
Witnesses	_____
Other	_____

*Summary of Findings:*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

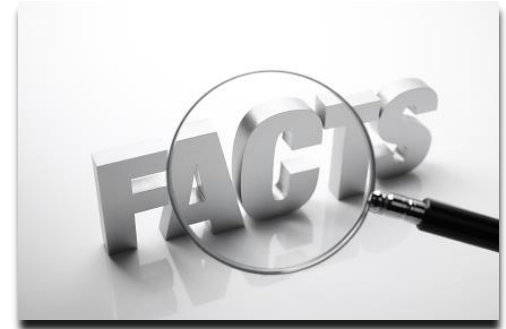
\_\_\_\_\_

# WITHIN 30 DAYS

Step 1. ***Take the Report.*** Get the report in writing, Attachment A/B (transcribe the complainant's dictated complaint if necessary)

Step 2 ***Investigate*** –Be neutral

- Interview alleged suspects, victims, witnesses separately– Use Attachment C to document your steps
- Was the allegation of bullying substantiated?
- Was it bullying, hazing, discrimination, criminal, conflict, none of the above?
- Step 3 – ***Intervene***
- *Document.* Attachment M, iSTAR



# Student Success Plan

BUL-5212.3 LOS ANGELES UNIFIED SCHOOL DISTRICT ATTACHMENT D  
 SAMPLE - INDIVIDUALIZED STUDENT SUCCESS PLAN  
 SCHOOL: \_\_\_\_\_

**Student:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Safety is our number one priority! Keeping students safe requires the comprehensive and collaborative effort of all stakeholders.

The following safety plan has been discussed and developed for (student's name) \_\_\_\_\_ on (date) \_\_\_\_\_. This plan does NOT replace an IEP, Section 504 Plan or a Behavior Support Plan.

**Administration responsibilities and strategies:**

1. I will continue to communicate and enforce the guidelines set forth by the Discipline Foundation Policy
2. I will take all reported incidents of bullying and hazing seriously.
3. I will be neutral and gather the facts from all involved parties.
4. I will follow-up with the teacher and relevant staff to provide support to address the various concerns.
5. I will follow-up with the involved parties to monitor that the bullying has stopped.
6. I will \_\_\_\_\_

**Teacher responsibilities and strategies:**

1. I will establish a safe school environment for all students.
2. I will take all reported incidents of bullying and hazing seriously.
3. I will remain neutral and gather all the facts from the involved parties.
4. I will monitor that the bullying has stopped by checking-in with the involved parties to ensure that the bullying has stopped. Give specific dates or frequency: \_\_\_\_\_
5. I will communicate and reinforce positive behavior expectations and norms for classrooms, restrooms, yard, eating areas, and other school activities.
6. I will meet with parents of involved students to discuss concerns, consequences and strategies for reconciliation.

## WITHIN 60 DAYS

- *Intervene* - Appropriate for the persons & situation
- *Monitor* = Has the behavior ceased?
- *Resolve* = Has the incident been resolved? (code 5555)
- *Document*. Attachment M
- *Communicate*