PN-G ISD
Bullying Protocol

Prohibition of Harassment, Intimidation, and Bullying

The Port Neches-Groves Independent School District is committed to a safe and civil educational environment for all students, employees, volunteers and patrons free from harassment, intimidation, or bullying. “Harassment, intimidation or bullying” means any written, verbal, or physical act, when the written, verbal or physical act:

- Physically harms a student or damages the student’s property; or
- Places a student in reasonable fear of harm to the student’s person or to the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in the policy requires the affected student to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.

The Superintendent or designee is authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components or procedures consistent with the District’s Code of Conduct.

Cross-References:
Policy FNC (LOCAL) Student Rights and Responsibilities: Student Conduct
Policy FFH (LOCAL) Freedom from Discrimination, Harassment & Retaliation
Policy FFI (LOCAL) Bullying

Procedures for Reporting Bullying

1. Report to Teacher, Principal, Assistant Principal or Counselor
2. Leave note in Counselor's or Teacher's "box"
3. Report bullying to parents.

Procedures for Investigating Reports of Bullying

1. Campus administrators shall investigate all reports of bullying.
2. The campus administrator shall promptly take interim action to prevent bullying during the course of an investigation.
3. The investigation should be completed within ten District business days from the date of the report.
4. When the investigation is complete the administrator shall compile a full written report of the complaint and the result of the investigation including a determination of whether bullying occurred.
5. A copy of the report should be sent to the Superintendent or designee.
6. To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses.

Disciplinary Options for Bullying

1. Counseling
2. In-School Suspension
3. Out of School Suspension
4. Referral to Law Enforcement
5. DAEP

Appeal

A student who is dissatisfied with the outcome of the investigation may appeal through FNG (LOCAL), beginning at the appropriate level.

Proactive Measures to Prevent Bullying

1. Clear definition of bullying
2. Open conversations and education about bullying
3. Classroom guidance by school counselors
4. Commitment to administrative visibility and availability