

# Austin Independent School District



## NOTICE OF PARENT AND STUDENT RIGHTS: BULLYING AND HARASSMENT

The Austin Independent School District (AISD) is committed to providing a positive learning environment for all students that enhances personal safety and promotes respect, dignity and equality among students. High standards are expected for both academic achievement and for behavior.

AISD strives to ensure that all of its students and employees are free from bullying and harassment including violence in students' relationships. All charges of bullying, cyberbullying, harassment, and dating violence are to be taken very seriously by our students, faculty, staff, administration and parents. We will make every effort to handle and respond to each and every charge and complaint filed by students and employees in a fair, thorough and just manner. Every effort will be made to protect the due process rights of all victims and all alleged offenders.

**Bullying is defined** as written or oral expression or physical conduct that a school district's board of trustees or the board's designee determines: 1) To have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or 2) To be sufficiently severe, persistent, or pervasive to create an intimidating, threatening, or abusive educational environment for a student.

**Cyberbullying is defined** as using the internet, interactive and digital technologies, cell phones, and other electronic devices to engage in written or verbal expression or physical conduct that the Board or its designee determines: 1) Will have the effect of physically harming a student, damaging a student's property, or placing a student in responsible fear of harm to the student's person or damage to the student's property; or 2) Is sufficiently severe, persistent, or pervasive that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

**Harassment is defined** as conduct that threatens to cause harm or bodily injury to another student, is sexually intimidating, causes physical damage to the property of another student, subjects another student to physical confinement or restraint or maliciously and substantially harms another student's physical or emotional health or safety.

**Sexual harassment** is a form of harassment that includes touching someone in ways that are not wanted, sexual jokes, pressuring someone to have sex, and threats or intimidation from a dating partner.

**Dating Violence** is when one partner in a dating relationship, either past or current, intentionally uses physical, sexual, verbal or emotional abuse to harm, threaten, intimidate, or control the other partner.

Students who believe they have been harassed or bullied by fellow students or District employees are encouraged to promptly report such incidents to the campus principal or other campus professional. To the greatest extent possible, complaints shall be treated as confidential. Limited disclosure may be necessary to complete a thorough investigation.

A student or parent who has a complaint alleging bullying, harassment or dating violence may request a conference with the principal or the principal's designee. If the student or parent is not satisfied with the response from the campus staff, they may request a conference with the Associate Superintendent (see FNG (Local)), or the District's Title IX Coordinator Mel Waxler at (512) 414-6425.

Complaints will be documented and investigated in accordance with District policy and guidelines. Any staff member who observes an incidence of bullying or harassment that involves physical or sexual assault or threats will report the incident immediately to the principal. Any staff member who learns of an incident or threat may submit a Complaint Form on behalf of the targeted student.

### **Campus Complaint Procedure:**

- 1) Students and staff members will complete a Complaint Form available in the school's main office.
- 2) The Complaint Form will be submitted to the principal immediately.
- 3) The principal or designee will investigate complaints by meeting separately with each student involved in the situation.
- 4) The principal or designee will conference with the targeted student and parent to discuss safety.
- 5) The principal or designee will conference with the accused student and parent to discuss appropriate behaviors and consequences. With the prior consent of the targeted student, the principal may issue a School-based Stay Away Agreement to the accused student during the parent conference.
- 6) Documentation of all Complaint Forms, follow-up actions and Stay Away Agreements will be available to the General Counsel at all times.

For more information about your rights and responsibilities concerning bullying, harassment or dating violence, please contact Mel Waxler, Title IX Coordinator, at (512) 414-6425.

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Parent/Guardian Name

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Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Student Name

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Administrator Name

\_\_\_\_\_  
Administrator Signature

\_\_\_\_\_  
Date

**1111 West Sixth Street**

**Austin, Texas 78703**

Original: Campus Administration  
Copy: Student and/or Parent/Guardian