



## Volunteer/Substitute Bullying Form

*Pine Island School District thanks you for your service and hopes you enjoy your time with us. We would like to make you aware of our bullying policy we have adopted. We ask that if you encounter or witness an incident of bullying, please notify a Pine Island School District staff member. They will be able to assist in actions that follow.*

### **What is bullying?**

Per Minnesota law, bullying is defined as: intimidating, threatening, abusive, or harming conduct that is objectively offensive and:

There is an actual or perceived imbalance of power between the student engaging in a prohibited conduct and the target of the prohibited conduct.

Materially and substantially interferes with the student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

### **What conduct is considered to be intimidating, threatening, abusive, or otherwise harming?**

Intimidating, threatening, abusive, or harming conduct that constitutes to bullying means, but is not limited to, conduct that does the following:

Causes physical harm to a student or student's property or causes a student to be in reasoning fear of harm to persons or property.

Under Minnesota common law, violates the students were reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress and gives the student; or

It is directed at any student or students including those based on a person's actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to students' performance, disability, or status with regard to public assistance, age or any additional characteristic defined in the Minnesota human rights act. Prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.

### **What is cyberbullying?**

Cyberbullying means bullying using technology or other electronic communication, including, but not limited to, the transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or form, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on transportation, or on school computers, networks, forms, and mailing lists, or off school premises to the extent that it has substantially and materially disrupts student learning or the school environment.