

COLORADO SPRINGS SCHOOL DISTRICT 11



Management Directive from the Superintendent

Date: August 1, 2017

Subject: Management Directive – Bully Behavior


Management Directive #: MD-G4

Purpose:

It is everyone's job to work together as a school community to resolve negative impacts. Colorado Springs School District 11 and the Board of Education support a secure school climate, conducive to teaching and learning that is free from threat, harassment, and any type of bullying behavior. A student or adult who engages in any act of bullying is subject to appropriate disciplinary action, including but not limited to referral to law enforcement authorities, as stated in *Board Policy JICDE: Bullying Prevention and Education*. Workplace bullying can be defined as *repeated*, unreasonable actions of an individual (or a group) directed toward an employee (or a group of employees), which are intended to intimidate, degrade, humiliate, or undermine; or which create a risk to the health or safety of the employee(s). There is a difference between bullying and aggression. Whereas aggression may be a single act, bullying involves repeated attacks against the individual(s), creating an *on-going pattern* of behavior. "Tough" or "demanding" bosses are not necessarily bullies, if they are respectful and fair, and their primary motivation is to obtain the best performance by setting high yet reasonable expectations for working safely. Some bullying situations involve employees bullying their peers, rather than a supervisor bullying an employee. Goal Five of the District's plan says "Provide a safe learning and working environment." We will strive to foster a healthy working relationship among all employees.

Directive:

Workplace bullying will not be tolerated in District 11 and could result in disciplinary action. If you are bullied, or witness workplace bullying, you are encouraged to address the situation with your supervisor(s). If your supervisor is bullying, you are encouraged to address the situation with their supervisor. We have an obligation to recognize, report, and respond effectively to identified workplace bullying and prevent it from reoccurring. You may also choose to speak with the District 11 Human Resources department and the Equal Opportunity Programs officer. The District 11 Employee Assistance Program offers counseling services, which equip employees with advice and tactics to use when faced with a bullying situation. In addition, the District has a Memo of Understanding with CSEA on bullying, created in April 2002, which aligns with Board Policy JICDE.

Signed:  Date: 8-1-17
Dr. Nicholas M. Gledich, Superintendent