

1 **R277. Education, Administration.**

2 **R277-613. LEA Disruptive Student Behavior, Bullying, Cyber-bullying, Hazing,**  
3 **Retaliation, and Abusive Conduct Policies and Training.**

4 **R277-613-1. Authority and Purpose.**

5 (1) This rule is authorized by:

6 (a) Section 53G-9-606, which directs the board to monitor LEA development and  
7 implementation of bullying and hazing policies;

8 (b) Section 53G-9-607, which directs the board to make rules that establish standards  
9 for high quality training related to bullying, cyber-bullying, hazing, and abusive conduct, and  
10 retaliation;

11 (c) Section 53E-3-501, which directs the Board to establish rules and minimum  
12 standards for the public schools governing discipline and control;

13 (d) Section 53G-8-209, which requires the Board, when making rules regarding  
14 student participation in cocurricular or extracurricular activities, to include:

15 (i) prohibitions against the use of foul, abusive, or profane language while in the  
16 classroom, on school property, or during a school sponsored activity; and

17 (ii) prohibitions against hazing, demeaning, or assaultive behavior, whether consensual  
18 or not;

19 ~~[(a)]~~ (e) Utah Constitution Article X, Section 3, which vests general control and  
20 supervision over public education in the Board; and

21 ~~[(b)]~~ (f) Subsection 53E-3-401(4)(a), which allows the Board to make rules to execute  
22 the Board's duties and responsibilities under the Utah Constitution and state law.

23 (2) The purpose of the rule is to:

24 (a) require LEAs to develop, update, and implement bullying, cyber-bullying, hazing,  
25 retaliation, and abusive conduct policies at the school district and school level;

26 (b) provide for regular and meaningful training of school employees and students;

27 (c) provide for enforcement of the policies in schools, at the state level and in public  
28 school athletic programs; and

29           (d) require an LEA to review allegations of bullying, cyber-bullying, hazing, retaliation,  
30 and abusive conduct.

31

32 **R277-613-2. Definitions.**

33           (1) "Abusive conduct" means the same as that term is defined in Subsection [53G-9-](#)  
34 [601\(1\)](#).

35           (2)(a) "Bullying" means the same as that term is defined in Subsection [53G-9-601\(2\)](#).

36           ~~[(b) "Bullying" includes relational aggression or indirect, covert, or social aggression,~~  
37 ~~including rumor spreading, intimidation, enlisting a friend to assault a child, and social~~  
38 ~~isolation.]~~

39           ~~[(c)]~~ (b) The conduct described in Subsection [53G-9-601\(2\)](#) constitutes bullying,  
40 regardless of whether the person against whom the conduct is committed directed, consented  
41 to, or acquiesced in, the conduct.

42           (3) "Civil rights violation" means bullying, cyber-bullying, harassment, or hazing that  
43 is targeted at a student based upon the students' or employees' identification as part of any  
44 group protected from discrimination under the following federal laws:

45           (a) [Title VI of the Civil Rights Act of 1964](#);

46           (b) [Title IX of the Education Amendments of 1972](#); or

47           (c) [Section 504 of the Rehabilitation Act of 1973](#) and [Title II of the Americans with](#)  
48 [Disabilities Act of 1990](#).

49           (4) "Cyber-bullying" means the same as that term is defined in Subsection [53G-9-](#)  
50 [601\(4\)](#).

51           (5) "Disruptive student behavior" means the same as that term is defined in Subsection  
52 [53G-8-210\(1\)\(a\)](#).

53           (6) "Hazing" means the same as that term is defined in Subsection [53G-9-601\(5\)](#).

54           (7) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the  
55 Blind.

56 (8) "Participant" means any student, employee or volunteer coach participating in a  
57 public school sponsored athletic program or activity, including a curricular, co-curricular, or  
58 extracurricular club or activity.

59 (9) "Policy" means standards and procedures that:

60 (a) are required in Section [53G-9-605](#);

61 (b) include the provisions of Section [53G-8-202](#); and

62 (c) provide additional standards, procedures, and training adopted in an open meeting  
63 by an LEA board that:

64 (i) define bullying, cyber-bullying, hazing, retaliation, and abusive conduct;

65 (ii) prohibit bullying, cyber-bullying, hazing, retaliation, and abusive conduct;

66 (iii) require regular annual discussion and training designed to prevent bullying, cyber-  
67 bullying, hazing, and retaliation among school employees and students; and

68 (iv) provide for enforcement through employment action or student discipline.

69 (10) "Restorative justice practice" means a discipline practice that brings together  
70 students, school personnel, families, and community members to resolve conflicts, address  
71 disruptive behaviors, promote positive relationships, and healing.

72 (11) "Retaliate" or "retaliation" means the same as that term is defined in Subsection  
73 [53G-9-601\(7\)](#).

74 (12) "School employee" means the same as that term is defined in Subsection [53G-9-](#)  
75 [601\(10\)](#).

76 (13) "Trauma-Informed Care" means a strengths-based service delivery approach that  
77 is grounded in an understanding of and responsiveness to the impact of trauma, that  
78 emphasizes physical, psychological, and emotional safety for both the alleged victim and the  
79 individual who is alleged to have engaged in prohibited conduct, and that creates  
80 opportunities for targets to rebuild a sense of control and empowerment.

81  
82 **R277-613-3. Superintendent Responsibilities.**

83 (1) Subject to availability of funds, the Superintendent shall provide:

84 (a) a model policy on bullying, cyber-bullying, hazing, and retaliation as required in  
85 Section [53G-9-606](#);

86 (b) model training and training opportunities on:

87 (i) the prevention and identification of bullying, cyber-bullying, hazing, and retaliation,  
88 that an LEA may use to train the LEA's employees, contract employees, and volunteers,  
89 including coaches; and

90 (ii) the reporting and review requirements in Section R277-613-5;

91 (c) evidence based practices and policies related to the prevention of bullying, cyber-  
92 bullying, hazing, and retaliation.

93 (2) Although an LEA is required to have a policy on bullying, cyber-bullying, hazing,  
94 retaliation and abusive conduct as described in Section [53G-9-605](#) and this rule and provide  
95 training as described in Section [53G-9-607](#) and this rule, the LEA is not required to use the  
96 model policy or model training developed by the Superintendent described in Subsection (1).

97 (3) The Board may interrupt disbursements of funds consistent with Subsection [53E-3-](#)  
98 [401\(8\)](#) and Rule [R277-114](#) for failure of an LEA to comply with:

99 (a) [Title 53G, Chapter 9, Bullying and Hazing](#); and

100 (b) this rule.

101 (4) In addition to the requirements of [Title 53G, Chapter 9, Bullying and Hazing](#) and  
102 this R277-613, LEAs are required to comply with applicable federal requirements.

103  
104 **R277-613-4. LEA Responsibility to Create or Update Bullying Policies.**

105 (1) In addition to the requirements of Subsection [53G-9-605\(3\)](#), an LEA shall:

106 (a) develop, update, and implement policies as required by Section [53G-9-605](#) and this  
107 rule, which shall include a prohibition on:

108 (i) bullying;

109 (ii) cyber-bullying;

110 (iii) hazing;

111 (iv) retaliation; and

112 (v) making a false report.

- 113 (b) post a copy of the LEA's policy on the LEA website;
- 114 (c) develop an action plan to address a reported incident of bullying, cyber-bullying,  
115 hazing, or retaliation; and
- 116 (d) provide a requirement for a signed statement that meets the requirements of  
117 Subsection [53G-9-605](#)(3)(h) annually.
- 118 (2)(a) As required by Section [53G-9-605](#), an LEA shall notify a parent of:
- 119 (i) a parent's student's threat to commit suicide; or
- 120 (ii) an incident of bullying, cyber-bullying, hazing, or retaliation involving the parent's  
121 student as a victim or an individual who is alleged to have engaged in prohibited conduct.
- 122 (b) An LEA shall:
- 123 (i) notify a parent described in Subsection (2)(a) in a timely manner;
- 124 (ii) designate the appropriate school employee to provide parental notification; and
- 125 (iii) designate the format in which notification is provided to parents and maintained by  
126 the LEA.
- 127 (3) Subject to the parental consent requirements of Section [53E-9-203](#), if applicable,  
128 an LEA shall assess students about the prevalence of bullying, cyber-bullying, hazing, and  
129 retaliation in LEAs and schools, specifically locations where students are unsafe and additional  
130 adult supervision may be required, such as playgrounds, hallways, and lunch areas.
- 131 (4) An LEA shall take strong responsive action against retaliation, including assistance  
132 to victims and their parents in reporting subsequent problems and new incidents.
- 133 (5)(a) An LEA shall provide that students, school employees, coaches, and volunteers  
134 receive training on bullying, cyber-bullying, hazing, and retaliation, from individuals qualified  
135 to provide such training.
- 136 (b) The training described in Subsection (5)(a) shall:
- 137 (i) include information on various types of aggression and bullying, including:
- 138 (A) overt aggression that may include physical fighting such as punching, shoving,  
139 kicking, and verbal threatening behavior, such as name calling, or both physical and verbal  
140 aggression or threatening behavior;

141 (B) relational aggression or indirect, covert, or social aggression, including rumor  
142 spreading, intimidation, enlisting a friend to assault a child, and social isolation;

143 (C) sexual aggression or acts of a sexual nature or with sexual overtones;

144 (D) cyber-bullying, including use of email, web pages, text messaging, instant  
145 messaging, social media, three-way calling or messaging or any other electronic means for  
146 aggression inside or outside of school;

147 (E) bullying, cyber-bullying, hazing and retaliation based upon the students' or  
148 employees' identification as part of any group protected from discrimination under the following  
149 federal laws:

150 (i) [Title VI of the Civil Rights Act of 1964](#), including discrimination on the basis of race,  
151 color, or national origin;

152 (ii) [Title IX of the Education Amendments of 1972](#), including discrimination on the basis  
153 of sex; or

154 (iii) [Section 504 of the Rehabilitation Act of 1973](#) and [Title II of the Americans with  
155 Disabilities Act of 1990](#), including discrimination on the basis of disability; and

156 (F) bullying, cyber-bullying, hazing, and retaliation based upon the students' or  
157 employees' actual or perceived characteristics, including race, color, national origin, sex,  
158 disability, religion, gender identity, sexual orientation, or other physical or mental attributes or  
159 conformance or failure to conform with stereotypes;

160 (ii) complement the suicide prevention program required for students under Rule [R277-  
161 620](#) and the suicide prevention training required for licensed educators consistent with  
162 Subsection [53G-9-704\(1\)](#); and

163 (iii) include information on when issues relating to this rule may lead to student or  
164 employee discipline.

165 (6) The training described in Subsection (5) shall be offered to:

166 (a) new school employees, coaches, and volunteers; and

167 (b) all school employees, coaches, and volunteers at least once every three years.

168 (7)(a) An LEA's policies developed under this section shall complement existing school  
169 policies and research based school discipline plans.

170 (b) Consistent with Rule [R277-609](#), the discipline plan shall provide direction for  
171 dealing with bullying, cyber-bullying, hazing, retaliation and disruptive students.

172 (c) An LEA shall ensure that a discipline plan required by Rule [R277-609](#):

173 (i) directs schools to determine the range of behaviors and establish the continuum of  
174 administrative procedures to be used by school personnel to address the behavior of students;

175 (ii) provides for identification, by position, of individuals designated to issue notices of  
176 disruptive student behavior, bullying, cyber-bullying, hazing, and retaliation;

177 (iii) designates to whom notices shall be provided;

178 (iv) provides for documentation of disruptive student behavior in the LEA's student  
179 information system;

180 (v) includes strategies to provide for necessary adult supervision;

181 (vi) is clearly written and consistently enforced; and

182 (vii) includes administration, instruction and support staff, students, parents, community  
183 council and other community members in policy development, training and prevention  
184 implementation so as to create a community sense of participation, ownership, support and  
185 responsibility.

186  
187 **R277-613-5. Reporting and Incident Investigations of Allegations of Bullying, Cyber-**  
188 **bullying, Hazing, and Retaliation.**

189 (1) In accordance with an action plan adopted in accordance with Subsection R277-  
190 613-4(1)(c), an LEA shall:

191 (a) investigate allegations of incidents of bullying, cyber-bullying, hazing, and retaliation  
192 in accordance with this section; and

193 (b) provide an individual who investigates allegations of incidents of bullying, cyber-  
194 bullying, hazing, and retaliation with adequate training on conducting an investigation.

195 (2)(a) An LEA shall investigate allegations of incidents described in Subsection (1)(a)  
196 by interviewing at least the alleged victim and the individual who is alleged to have engaged  
197 in prohibited conduct.

198 (b) An LEA may also interview the following as part of an investigation:

- 199 (i) parents of the alleged victim and the individual who is alleged to have engaged in  
200 prohibited conduct;
- 201 (ii) any witnesses;
- 202 (iii) school staff; and
- 203 (iv) other individuals who may provide additional information.
- 204 (c) An individual who investigates an allegation of an incident shall inform an individual  
205 being interviewed that:
- 206 (i) to the extent allowed by law, the individual is required to keep all details of the  
207 interview confidential; and
- 208 (ii) further reports of bullying will become part of the review.
- 209 (3) The confidentiality requirement in Subsection (2)(c) does not apply to:
- 210 (a) conversations with law enforcement professionals;
- 211 (b) requests for information pursuant to a warrant or subpoena;
- 212 (c) a state or federal reporting requirement; or
- 213 (d) other reporting required by this rule.
- 214 (4) In conducting an investigation under this section, an LEA may:
- 215 (a) review disciplinary reports of involved students; and
- 216 (b) review physical evidence, consistent with search and seizure law in schools, which  
217 may include:
- 218 (i) video or audio;
- 219 (ii) notes;
- 220 (iii) email;
- 221 (iv) text messages;
- 222 (v) social media; or
- 223 (vi) graffiti.
- 224 (5) An LEA shall adopt a policy outlining under what circumstances the LEA will report  
225 incidents of bullying, cyber-bullying, harassment, and retaliation to law enforcement.
- 226 (6) Following an investigation of a confirmed allegation of an incident of bullying, cyber-  
227 bullying, hazing, or retaliation, if appropriate, an LEA may:

228 (a) in accordance with the requirements in Subsection (6), take positive restorative  
229 justice practice action, in accordance with policies established by the LEA; and

230 (b) support involved students through trauma-informed practices, if appropriate.

231 (6)(a) An alleged victim is not required to participate in a restorative justice practice  
232 with an individual who is alleged to have engaged in prohibited conduct as described in  
233 Subsection (5)(a).

234 (b) If an LEA would like an alleged victim who is a student to participate in a restorative  
235 justice practice, the LEA shall notify the alleged victim's parent of the restorative justice  
236 practice and obtain consent from the alleged victim's parent before including the alleged victim  
237 in the process.

238 (7) A grievance process required under Subsection [53G-9-605\(3\)\(f\)](#) shall be consistent  
239 with the LEA's established grievance process.

240 (8) An LEA shall, as required by Subsection [53G-9-606\(2\)](#), report the following  
241 annually, on or before June 30, to the Superintendent in accordance with the Superintendent's  
242 submission requirements:

243 (a) a copy of LEA's policy required in Section R277-613-4;

244 (b) implementation of the signed statement requirement described in Subsection [53G-](#)  
245 [9-605\(3\)\(h\)](#);

246 (c) verification of the LEA's training of school employees relating to bullying, cyber-  
247 bullying, hazing, and retaliation described in Section [53G-9-607](#);

248 (d) incidents of bullying, cyber-bullying, hazing, and retaliation;

249 (e) the number of incidents described in Subsection (8)(d) required to be reported  
250 separately under federal law, including the reporting requirements in:

251 (i) [Title VI of the Civil Rights Act of 1964](#);

252 (ii) [Title IX of the Education Amendments of 1972](#); or

253 (iii) [Section 504 of the Rehabilitation Act of 1973](#) and [Title II of the Americans with](#)  
254 [Disabilities Act of 1990](#); and

255 (f) the number of incidents described in Subsection (8)(d) that include a student who  
256 was bullied, cyber-bullied, hazed, or retaliated against based on the student's actual or

257 perceived characteristics, including disability, race, national origin, religion, sex, gender  
258 identity, or sexual orientation.

259 (9) The requirements of this R277-613 are in addition to any federal requirements,  
260 including reporting civil rights violations to the appropriate entities and taking other appropriate  
261 action.

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263 **R277-613-6. Training by LEAs Specific to Participants in Public School Athletic**  
264 **Programs and School Clubs.**

265 (1)(a) Prior to any student, employee or volunteer coach participating in a public school  
266 sponsored athletic program, both curricular and extracurricular, or extracurricular club or  
267 activity, the student, employee or coach shall participate in bullying, cyber-bullying, hazing,  
268 and retaliation prevention training.

269 (b) A training described in Subsection (1)(a) shall be offered to new participants on an  
270 annual basis and to all participants at least once every three years.

271 (2) An LEA shall inform student athletes and extracurricular club members of  
272 prohibited activities under this rule and potential consequences for violation of the law and the  
273 rule.

274 (3) An LEA shall maintain training participant lists or signatures, to be provided to the  
275 Board upon request.

276

277 **R277-613-7. Abusive Conduct.**

278 (1) An LEA shall prohibit abusive conduct.

279 (2) An LEA's bullying, cyber-bullying, hazing, abusive conduct, and retaliation policy,  
280 required in Section [53G-9-605](#) [~~53A-11a-301~~] and this rule, shall include a grievance process  
281 for a school employee who has experienced abusive conduct as described in Subsection [53G-](#)  
282 [9-605\(3\)\(f\)](#).

283

284 **KEY: abusive conduct, bullying, harassment, hazing, training**

285 **Date of Enactment or Last Substantive Amendment: July 9, 2018**

286 **Notice of Continuation: August 2, 2018**

287 **Authorizing, and Implemented or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#); [53G-9-](#)**

288 **[607](#); [53E-3-501](#); [53G-8-209](#); [53G, Chapter 9](#)**