FAIRBANKS MIDDLE SCHOOL
Morenci Unified School District #18

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Bullying Contract

An October 26, 2010, release from the United States Department of Education reiterated that a school has an obligation to maintain a safe learning environment for all students—one that is free from bullying. In her letter, the Assistant Secretary for Civil Rights states that "[b]ullying fosters a climate of fear and disrespect that can seriously impair the physical and psychological health of its victims and create[s] conditions that negatively affect learning, thereby undermining the ability of students to achieve their full potential." In addition, some behaviors classified as bullying also violate federal anti-discrimination laws enforced by the Department of Education's Office for Civil Rights. **Initials** _____

Fairbanks Middle School considers bullying a serious offense. And harassing behavior may be recognizable in a number of different forms such as verbal name calling, text messages or Facebook postings, and any other behavior that may be perceived by the "victim" as physically threatening, harmful, or humiliating. Whether intended to harm or not, whether uttered under the guise of a "joke" or not, the school is required to respond promptly and appropriately to address continuing and new incidents. **Initials** _____

Per board policy JICK, at least one student has filed a complaint, and your name has come up in an investigation into a bullying report. Your words and/or actions, intended to intimidate or not, have been perceived to be demeaning, harassing, and intimidating. **Arizona Revised Statute §15-341** requires schools to investigate and discipline any student determined to harass, bully, or intimidate another. Separately, **A.R.S. §13-2921** defines criminal harassment. Discriminatory harassment occurs based on a person's race, color, or national origin; on the basis of disability; and/or discrimination based on sex or sexual orientation. Sexual harassment can be particularly problematic among teens who sometimes, unwittingly, commit this offense through sexual comments, jokes, and gestures, explicit drawings, sexually-charged name calling, spreading sexual rumors, etc. **Initials** _____

Future contact with the victim, whether direct or indirect (through third parties, virtually, etc.), will result in disciplinary consequences. Board policy states that "[r]etaliatory or intimidating acts against any student who has made a complaint [...], or against a student who has [...] participated in any manner in an investigation relating to a complaint or grievance, are specifically prohibited and constitute grounds for a separate complaint." **Initials** _____

Your signature below indicates that you understand the gravity of this situation and that the administration of Fairbanks Middle School will take action if the behavior persists. According to our handbook, repeated bullying may become a level III infraction with consequences including long-term suspension. This contract stands throughout your enrollment at Fairbanks Middle School.

_____ _____ _____
Student's Name Student's Signature Date

_____ _____
Administrator's Signature Date

Contract issued on the behalf of _____