

1 H.830

2 Representative Keenan of St. Albans City moves that the bill be amended  
3 by striking out all after the enacting clause and inserting in lieu thereof the  
4 following:

5 Sec. 1. 16 V.S.A. § 11(a)(32) is amended to read:

6 (32) “**Bullying**” means any overt act or combination of acts, including  
7 an act conducted by electronic means, **directed against a student by another**  
8 **student or group of students, teacher, administrator, any other member of**  
9 **school staff, and any group or combination of these individuals**, and that:

10 (A) is repeated over time;

11 (B) is intended to ridicule, humiliate, or intimidate the student; and

12 (C)(i) occurs during the school day on school property, on a school  
13 bus, or at a school-sponsored activity, or before or after the school day on a  
14 school bus or at a school-sponsored activity; or

15 (ii) does not occur during the school day on school property, on a  
16 school bus, or at a school-sponsored activity and can be shown to pose a clear  
17 and substantial interference with another student’s right to access educational  
18 programs.

1 Sec. 2. 16 V.S.A. § 570c is amended to read:

2 § 570c. BULLYING

3 (a) Policies and plan. The bullying prevention policy required by section  
4 570 of this title and its plan for implementation shall include:

5 (1) a A statement that bullying, as defined in subdivision 11(a)(32) of  
6 this title, is prohibited;

7 (2) a A procedure that directs students, staff, parents, and guardians how  
8 to report violations and file complaints;

9 (3) a A procedure for investigating reports of violations and complaints;

10 The procedure shall provide that, unless special circumstances are present and  
11 documented by the school officials, an investigation is initiated no later than  
12 one school day from the filing of a complaint, and the investigation and  
13 determination by school officials are concluded no later than five school days  
14 from the filing of the complaint with a person designated to receive complaints  
15 under subdivision (7) of this subsection. All internal reviews of the school's  
16 initial determination, including the issuance of a final decision, shall, unless  
17 special circumstances are present and documented by the school officials, be  
18 completed within 30 days after the review is requested.

19 (4) a A description of the circumstances under which bullying may be  
20 reported to a law enforcement agency;

1           (5) ~~consequences~~ Consequences and appropriate remedial action for  
2 ~~students~~ individuals who commit bullying; At all stages of the investigation  
3 and determination process, school officials are encouraged to make available to  
4 complainants alternative dispute resolution methods, such as mediation, for  
5 resolving complaints.

6           (6) ~~a~~ A description of how the school board will ensure that teachers and  
7 other staff members receive training in preventing, recognizing, and  
8 responding to bullying; ~~and.~~

9           (7) ~~annual~~ Annual designation of two or more people at each school  
10 campus to receive complaints and a procedure both for publicizing the  
11 availability of those people and clarifying that their designation does not  
12 preclude a student from bringing a complaint to any adult in the building.

13           **(b) Independent review.**

14           **(1) A student who desires independent review under this subsection**  
15 **because the student is either dissatisfied with the final determination of the**  
16 **school officials as to whether bullying occurred or believes that, although a**  
17 **final determination was made that bullying occurred, the school's response was**  
18 **inadequate to correct the problem shall make such request in writing to the**  
19 **headmaster or superintendent of schools. Upon such request, the headmaster**  
20 **or superintendent shall initiate an independent review by a neutral person**  
21 **selected from a list developed and maintained by the Secretary of Education.**

1 Individuals shall be placed on the list on the basis of their objectivity,  
2 knowledge of bullying issues, and relevant experience.

3 (2) The independent review shall proceed expeditiously and shall consist  
4 of an interview of the student and the relevant school officials and review of  
5 written materials involving the complaint maintained by the school or others.

6 (3) Upon the conclusion of the review, the reviewer shall advise the  
7 student and the school officials as to the sufficiency of the school's  
8 investigation, its determination, the steps taken by the school to correct any  
9 bullying found to have occurred, and any future steps the school should take.

10 The reviewer shall advise the student of other remedies that may be available if  
11 the student remains dissatisfied and, if appropriate, may recommend mediation  
12 or an alternative dispute resolution.

13 (4) If the reviewer finds that the student has been the subject of bullying  
14 and that the school has not taken appropriate corrective action, then, at the  
15 request of the student's parents or guardians, the school shall arrange for  
16 tuition to be paid to a public school, an approved independent school, or an  
17 independent school meeting education quality standards selected by the parents  
18 or guardians of the student, within or outside the State. The tuition shall be  
19 paid by the school district in which the student is a resident in accordance with  
20 sections 823 and 824 of this title.



1 either the alleged victim or the alleged perpetrator is a minor, the copy of the  
2 policy shall be provided to the person’s parent or guardian. Nothing in this  
3 section shall be construed to prohibit educational institutions from  
4 investigating and imposing disciplinary consequences for misconduct upon  
5 students. Elementary and secondary school officials shall strive to implement  
6 the plan developed in accordance with subdivision 1161a(a)(6) of this title in  
7 order to prevent misconduct from escalating to the level of bullying.

8 (2) If, after notice, the educational institution finds that the alleged  
9 conduct occurred and that it constitutes bullying, the educational institution  
10 shall take prompt and appropriate remedial action reasonably calculated to stop  
11 the bullying.

12 (b) A civil claim may be brought alleging that the educational institution  
13 was negligent in failing to protect the victim of bullying from further harm  
14 after receiving actual notice of the victim being subjected to unlawful bullying  
15 behavior. Such claimant may seek injunctive relief and compensatory and  
16 punitive damages and any other appropriate relief in the Superior Court of the  
17 county in which the violation is alleged to have occurred. However, no such  
18 claim may be brought until the administrative remedies available to the  
19 claimant under the policy adopted by the educational institution pursuant to  
20 section 570 of this title or pursuant to the bullying policy of a postsecondary

1 school have been exhausted. Such a showing shall not be necessary where the  
2 claimant demonstrates that:

3 (1) the educational institution does not maintain such a policy;

4 (2) a determination has not been rendered within the time limits  
5 established under section 570c of this title;

6 (3) the health or safety of the complainant would be jeopardized  
7 otherwise;

8 (4) exhaustion would be futile; or

9 (5) requiring exhaustion would subject the student to substantial and  
10 imminent retaliation.

11 (c) To prevail in an action alleging unlawful bullying filed pursuant to this  
12 section, the plaintiff shall prove that the student was subjected to unwelcome  
13 bullying behaviors; that they were sufficiently pervasive when viewed from an  
14 objective standard of a similarly situated reasonable person; and that the  
15 educational institution was negligent in failing to protect the victim of bullying  
16 from further harm after receiving actual notice of the victim being subjected to  
17 unlawful bullying behavior.

18 (d) As used in this article:

19 (1) “Designated employee” means an employee who has been  
20 designated by an educational institution to receive complaints of bullying

1 pursuant to section 570c of this title or in accordance with the bullying policy  
2 of a postsecondary school.

3 (2) “Educational institution” means a Vermont public or independent  
4 school or a postsecondary school that offers or operates a program of college  
5 or professional education for credit or degree in Vermont.

6 (3) “Notice” means a written complaint or oral information that bullying  
7 may have occurred which has been provided to a designated employee from  
8 another employee, the student allegedly subjected to the bullying, another  
9 student, a parent or guardian, or any other individual who has reasonable cause  
10 to believe the alleged conduct may have occurred. If the complaint is oral, the  
11 designated employee shall promptly reduce the complaint to writing, including  
12 the time, place, and nature of the conduct, and the identity of the participants  
13 and complainant.

14 Sec. 4. EFFECTIVE DATE

15 This act shall take effect on July 1, 2016.

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