

1 **EDUCATOR RIGHTS AMENDMENTS**

2 2017 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Keven J. Stratton**

5 Senate Sponsor: Deidre M. Henderson

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7 **LONG TITLE**

8 **General Description:**

9 This bill amends provisions related to abusive conduct toward school employees.

10 **Highlighted Provisions:**

11 This bill:

- 12 ▶ defines "abusive conduct";
- 13 ▶ requires a local school board or charter school governing board to:
  - 14 • update a policy related to bullying; and
  - 15 • implement a grievance process for a school employee who experiences abusive
- 16 conduct;
- 17 ▶ provides for training related to abusive conduct; and
- 18 ▶ makes technical and conforming changes.

19 **Money Appropriated in this Bill:**

20 None

21 **Other Special Clauses:**

22 None

23 **Utah Code Sections Affected:**

24 AMENDS:

25 **53A-11a-102**, as last amended by Laws of Utah 2011, Chapter 235

26 **53A-11a-203**, as last amended by Laws of Utah 2016, Chapter 221

27 **53A-11a-301**, as last amended by Laws of Utah 2013, Chapter 335

28 **53A-11a-302**, as last amended by Laws of Utah 2013, Chapter 335

29 **53A-11a-401**, as last amended by Laws of Utah 2011, Chapter 235

30 **53A-11a-402**, as last amended by Laws of Utah 2011, Chapter 235



31  
32 *Be it enacted by the Legislature of the state of Utah:*

33 Section 1. Section **53A-11a-102** is amended to read:

34 **53A-11a-102. Definitions.**

35 As used in this chapter:

36 (1) (a) "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or  
37 student directed toward a school employee that, based on its severity, nature, and frequency of  
38 occurrence, a reasonable person would determine is intended to cause intimidation,  
39 humiliation, or unwarranted distress.

40 (b) A single act does not constitute abusive conduct.

41 ~~[(+)]~~ (2) (a) "Bullying" means intentionally or knowingly committing an act that:

42 (i) (A) endangers the physical health or safety of a school employee or student;

43 (B) involves any brutality of a physical nature such as whipping, beating, branding,  
44 calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or  
45 exposure to the elements;

46 (C) involves consumption of any food, liquor, drug, or other substance;

47 (D) involves other physical activity that endangers the physical health and safety of a  
48 school employee or student; or

49 (E) involves physically obstructing a school employee's or student's freedom to move;  
50 and

51 (ii) is done for the purpose of placing a school employee or student in fear of:

52 (A) physical harm to the school employee or student; or

53 (B) harm to property of the school employee or student.

54 (b) The conduct described in Subsection ~~[(+)]~~ (2)(a) constitutes bullying, regardless of  
55 whether the person against whom the conduct is committed directed, consented to, or  
56 acquiesced in, the conduct.

57 ~~[(2)]~~ (3) "Communication" means the conveyance of a message, whether verbal,

58 written, or electronic.

59           ~~[(3)]~~ (4) "Cyber-bullying" means using the Internet, a cell phone, or another device to  
60 send or post text, video, or an image with the intent or knowledge, or with reckless disregard,  
61 that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of  
62 whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily  
63 accessed the electronic communication.

64           ~~[(4)]~~ (5) "Harassment" means repeatedly communicating to another individual, in an  
65 objectively demeaning or disparaging manner, statements that contribute to a hostile learning  
66 or work environment for the individual.

67           ~~[(5)]~~ (6) (a) "Hazing" means intentionally or knowingly committing an act that:

68           (i) (A) endangers the physical health or safety of a school employee or student;

69           (B) involves any brutality of a physical nature such as whipping, beating, branding,  
70 calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or  
71 exposure to the elements;

72           (C) involves consumption of any food, liquor, drug, or other substance;

73           (D) involves other physical activity that endangers the physical health and safety of a  
74 school employee or student; or

75           (E) involves physically obstructing a school employee's or student's freedom to move;  
76 and

77           (ii) (A) is done for the purpose of initiation or admission into, affiliation with, holding  
78 office in, or as a condition for, membership or acceptance, or continued membership or  
79 acceptance, in any school or school sponsored team, organization, program, or event; or

80           (B) if the person committing the act against a school employee or student knew that the  
81 school employee or student is a member of, or candidate for, membership with a school, or  
82 school sponsored team, organization, program, or event to which the person committing the act  
83 belongs to or participates in.

84           (b) The conduct described in Subsection ~~[(5)]~~ (6)(a) constitutes hazing, regardless of  
85 whether the person against whom the conduct is committed directed, consented to, or

86 acquiesced in, the conduct.

87 ~~[(6)]~~ (7) "Policy" means a ~~[bullying and hazing]~~ school board policy described in  
88 Section 53A-11a-301.

89 ~~[(7)]~~ (8) "Retaliate" means an act or communication intended:

90 (a) as retribution against a person for reporting bullying or hazing; or

91 (b) to improperly influence the investigation of, or the response to, a report of bullying  
92 or hazing.

93 ~~[(8)]~~ (9) "School" means ~~[any]~~ a public elementary or secondary school ~~[or]~~, including  
94 a charter school.

95 ~~[(9)]~~ (10) "School board" means:

96 (a) a local school board; or

97 (b) a ~~[local]~~ charter school governing board.

98 ~~[(10)]~~ (11) "School employee" means:

99 (a) a school ~~[teachers]~~ teacher;

100 (b) a school staff member;

101 (c) a school ~~[administrators; and]~~ administrator; or

102 (d) ~~[all others]~~ an individual employed, directly or indirectly, by ~~[the]~~ a school, school  
103 board, or school district.

104 Section 2. Section **53A-11a-203** is amended to read:

105 **53A-11a-203. Parental notification of certain incidents and threats required.**

106 (1) For purposes of this section, "parent" includes a student's guardian.

107 (2) A school shall:

108 (a) notify a parent if the parent's student threatens to commit suicide; or

109 (b) notify the parents of each student involved in an incident of bullying,  
110 cyber-bullying, harassment, hazing, abusive conduct, or retaliation, of the incident involving  
111 each parent's student.

112 (3) (a) If a school notifies a parent of an incident or threat required to be reported under  
113 Subsection (2), the school shall produce and maintain a record that verifies that the parent was

114 notified of the incident or threat.

115 (b) A school shall maintain a record described in Subsection (3)(a) in accordance with  
116 the requirements of:

117 (i) Chapter 1, Part 14, Student Data Protection Act;

118 (ii) Sections 53A-13-301 and 53A-13-302;

119 (iii) Federal Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; and

120 (iv) 34 C.F.R. Part 99.

121 (4) A local school board or charter school governing board shall adopt a policy  
122 regarding the process for:

123 (a) notifying a parent as required in Subsection (2); and

124 (b) producing and retaining a record that verifies that a parent was notified of an  
125 incident or threat as required in Subsection (3).

126 (5) At the request of a parent, a school may provide information and make  
127 recommendations related to an incident or threat described in Subsection (2).

128 (6) A school shall:

129 (a) provide a student a copy of a record maintained in accordance with this section that  
130 relates to the student if the student requests a copy of the record; and

131 (b) expunge a record maintained in accordance with this section that relates to a  
132 student if the student:

133 (i) has graduated from high school; and

134 (ii) requests the record be expunged.

135 Section 3. Section 53A-11a-301 is amended to read:

136 **53A-11a-301. Bullying, cyber-bullying, harassment, hazing, abusive conduct, and**  
137 **retaliation policy.**

138 (1) On or before September 1, [2013] 2018, each school board shall update the school  
139 board's bullying, cyber-bullying, harassment, hazing, and retaliation policy [~~consistent with this~~  
140 ~~chapter~~] to include abusive conduct.

141 (2) The policy shall:

- 142 (a) be developed only with input from:
- 143 (i) students;
- 144 (ii) parents;
- 145 (iii) teachers;
- 146 (iv) school administrators;
- 147 (v) school staff; or
- 148 (vi) local law enforcement agencies; and
- 149 (b) provide protection to a student, regardless of the student's legal status.
- 150 (3) The policy shall include the following components:
- 151 (a) definitions of bullying, cyber-bullying, harassment, [~~and~~] hazing, and abusive
- 152 conduct that are consistent with this chapter;
- 153 (b) language prohibiting bullying, cyber-bullying, harassment, [~~and~~] hazing, and
- 154 abusive conduct;
- 155 (c) language prohibiting retaliation against an individual who reports conduct that is
- 156 prohibited under this chapter;
- 157 (d) language prohibiting making a false report of bullying, cyber-bullying, harassment,
- 158 hazing, abusive conduct, or retaliation; [~~and~~]
- 159 (e) as required in Section 53A-11a-203, parental notification of:
- 160 (i) a student's threat to commit suicide; and
- 161 (ii) an incident of bullying, cyber-bullying, harassment, hazing, abusive conduct, or
- 162 retaliation, involving the parent's student[-]; and
- 163 (f) a grievance process for a school employee who has experienced abusive conduct.
- 164 (4) A copy of the policy shall be:
- 165 (a) included in student conduct handbooks [~~and~~];
- 166 (b) included in employee handbooks[-]; and
- 167 (c) distributed to parents.
- 168 (5) A policy may not permit formal disciplinary action that is based solely on an
- 169 anonymous report of bullying, cyber-bullying, harassment, hazing, abusive conduct, or

170 retaliation.

171 (6) Nothing in this chapter is intended to infringe upon the right of a school employee,  
172 parent, or student to exercise [~~their~~] the right of free speech.

173 Section 4. Section **53A-11a-302** is amended to read:

174 **53A-11a-302. Model policy and State Board of Education duties.**

175 On or before September 1, [~~2013~~] 2018, the State Board of Education shall:

176 (1) update the State Board of Education's model policy on bullying, cyber-bullying,  
177 harassment, hazing, and retaliation to include abusive conduct; and

178 (2) post the model policy described in Subsection (1) on the State Board of Education's  
179 website.

180 Section 5. Section **53A-11a-401** is amended to read:

181 **53A-11a-401. Training, education, and prevention.**

182 (1) (a) A school board shall include in the training of a school employee[;] training  
183 regarding bullying, cyber-bullying, harassment, hazing, abusive conduct, and retaliation.

184 (b) A school board may offer voluntary training to parents and students regarding  
185 abusive conduct.

186 (2) To the extent that state or federal funding is available for this purpose, school  
187 boards are encouraged to implement programs or initiatives, in addition to the training  
188 described in Subsection (1), to provide for training and education regarding, and the prevention  
189 of, bullying, hazing, abusive conduct, and retaliation.

190 (3) The programs or initiatives described in Subsection (2) may involve:

191 (a) the establishment of a bullying task force; or

192 (b) the involvement of school employees, students, or law enforcement.

193 Section 6. Section **53A-11a-402** is amended to read:

194 **53A-11a-402. Other forms of legal redress.**

195 (1) Nothing in this chapter prohibits a victim of bullying, cyber-bullying, harassment,  
196 hazing, abusive conduct, or retaliation from seeking legal redress under any other provisions of  
197 civil or criminal law.

198

(2) This section does not create or alter tort liability.