

Anti-Bullying Statutes in New England

Prepared by Gay & Lesbian Advocates & Defenders

	Connecticut	Maine	Massachusetts	New Hampshire	Rhode Island	Vermont
Statute(s)	Conn. Gen. Stat. Ann. § 10-145o & a, 10-220a & 10-222d, g, h & k.	Me. Rev. Stat. Ann. tit. 20-A § 254(11-A), § 1001 & § 6554.	Mass. Gen. Laws Ann. ch. 71, § 37O.	N.H. Rev. Stat. Ann. § 193-F, § 186:11.	R.I. Gen. Laws Ann. § 16-21-33 & 34.	Vt. Stat. Ann. Tit. 16 §§ 11, 14, 165, 570, 570a, 570b, & 570c; 2012 Vt. Acts & Resolves 129 § 13; 2004 Vt. Acts & Resolves 117 § 3(a)(4).
Last Year Updated	2011	2012	2014	2010	2011	2012
Purpose?	No.	Yes. The act includes findings and states, "Bullying and cyberbullying... must be addressed to ensure safety and an inclusive learning environment." 20-A M.R.S.A. § 6554(1).	Yes. The original act refers to the need "to increase public awareness of the devastating effects of verbal bullying . . ." M.G.L.A. c. 6, § 15NNNNN.	Yes, 4 paragraphs.	Yes, 2 paragraphs.	Yes, 1 policy paragraph on harassment, hazing, and bullying. 16 V.S.A. § 570(a).
Defines Bullying?	Yes. Repeated use of written/oral/electronic communication or physical act by one or more students directed at student in same school district that "(i) Causes physical or emotional harm to such student or damage to such student's property, (ii) places such student in reasonable fear of harm to himself or herself, or damage to his or her property, (iii) creates a hostile environment at school for such student, (iv) infringes on the rights of such student at school, or (v) substantially disrupts the education process or the orderly operation of school. Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic , such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression,	Yes. "Bullying" includes, but is not limited to, a written, oral or electronic expression or a physical act or gesture or any combination thereof directed at a student or students that: (1) Has, or a reasonable person would expect it to have, the effect of: (a) Physically harming a student or damaging a student's property; or (b) Placing a student in reasonable fear of physical harm or damage to the student's property; (2) Interferes with the rights of a student by: (a) Creating an intimidating or hostile educational environment for the student; or (b) Interfering with the student's academic performance or ability to participate in or benefit from the services, activities or privileges provided by a school; or (3) Is based on a student's actual or perceived characteristics identified in Title 5, section 4602 or 4684-A, or is based on a student's association	Yes. The "repeated use by one or more students of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that: (i) causes physical or emotional harm to the victim or damage to the victim's property; (ii) places the victim in reasonable fear of [i]; (iii) creates a hostile environment at school for the victim; (iv) infringes on the rights of the victim at school; or (v) materially and substantially disrupts the education process or the orderly operation of a school. For purposes of this section, bullying shall include cyber-bullying." M.G.L.A. c. 71, § 37O(a).	Yes. A "single significant incident or pattern of incidents involving written, verbal, or electronic communication or a physical act or gesture, or any combination thereof, directed at another pupil which (1) Physically harms a pupil or damages the pupil's property; (2) Causes emotional distress to a pupil; (3) Interferes with pupil's education opportunities; (4) Creates a hostile educational environment; or (5) Substantially disrupts orderly operation of the school." § 193-F:3(I)(a) "Bullying" shall include actions motivated by an imbalance of power based on a pupil's actual or perceived personal characteristics , behaviors, or beliefs, or motivated by a pupil's association with another person and based on the other person's characteristics, behaviors, or beliefs." R.S.A. § 193-F:3(I)(b).	Yes. "[U]se by one or more students of a written, verbal or electronic, expression or a physical act or gesture or any combination thereof directed at a student that: (i) Causes physical or emotional harm to the student or damage to the student's property; (ii) Places the student in reasonable fear of harm to himself/herself or of damage to his/her property; (iii) Creates an intimidating, threatening, hostile or abusive educational environment for the student; (iv) Infringes on the rights of the student to participate in school activities; or (v) Materially and substantially disrupts education the process or the orderly operation of school. The expression, physical act or gesture may include, but not be limited to, an incident or incidents that may be reasonably perceived as being motivated by characteristics such as "race, color, religion, ancestry,	Yes. "Bullying" means any overt act or combination of acts, including an act conducted by electronic means, directed against a student by another student or group of students and which (A) is repeated over time; (B) intended to ridicule, humiliate, or intimidate the student; and (C)(i) occurs during the school day on school property, on a school bus, or at a school-sponsored activity, or before or after the school day on a school bus or at a school-sponsored activity; or (ii) does not occur during the school day on school property, on a school bus, or at a school-sponsored activity and can be shown to pose a clear and substantial interference with another student's right to access educational programs." 16 V.S.A. § 11(a)(32). Harassment is defined separately. 16 V.S.A. § 11(a)(26)(A).

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	socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics." C.G.S.A. § 10-222d(a)(1).	with a person with one or more of these actual or perceived characteristics or any other distinguishing characteristics and that has the effect described in subparagraph 14 (1) or (2). 'Bullying' includes 'cyberbullying.'" 20-A M.R.S.A. § 6554(2)(B).			national origin, gender, sexual orientation, gender identity and expression or mental, physical, or sensory disability, intellectual ability or by any other distinguishing characteristic." R.I.G.L.A. § 16-21-33(a)(1).	
Bullying Based on Personal Characteristics Included?	Yes , see above.	Yes , see above. 5 M.R.S.A. § 4602 addresses discrimination on the basis of sexual orientation (as well as sex, physical or mental disability, and national origin or race). 5 M.R.S.A. § 4684-A includes race, color, religion, sex, ancestry, national origin, physical or mental disability and sexual orientation. "Sexual orientation" is defined by 5 M.R.S.A. § 4553 to mean "a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression ."	Yes . M.G.L.A. c. 71, § 37O(d)(3) states that "Each plan shall recognize that certain students may be more vulnerable to becoming a target of bullying or harassment based on actual or perceived differentiating characteristics, including race, color, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression , physical appearance, pregnant or parenting status, sexual orientation , mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have 1 or more of these characteristics. The plan shall include the specific steps that each [covered] school ... shall take to support vulnerable students and to provide all students with the skills, knowledge and strategies needed to prevent or respond to bullying or harassment." (Emphasis added.)	Yes . The definition of bullying part b refers to the pupil's "personal characteristics." The purpose section refers to protected classes as personal characteristics. "Bullying in schools has historically included actions shown to be motivated by a pupil's actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation , socioeconomic status, age, physical, mental, emotional, or learning disability, gender, gender identity and expression , obesity, or <i>other distinguishing personal characteristics</i> , or based on association with any person identified in any of the above categories." R.S.A. § 193-F:2(II) (emphasis added).	Yes , see above.	Yes , in the definition of "harassment." "Harassment" means an incident or incidents of verbal, written, visual, or physical conduct, including any incident conducted by electronic means, based on or motivated by a student's or a student's family member's actual or perceived race, creed, color, national origin, marital status, sex, sexual orientation, gender identity , or disability that has the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student's educational performance or access to school resources or creating an objectively intimidating, hostile, or offensive environment. 16 V.S.A. § 11(a)(26)(A).
Includes Cyber Bullying?	Yes . "Cyberbullying" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications." Both "mobile electronic device" and "electronic communication" are defined. C.G.S.A. § 10-222d(a)(2).	Yes . "Cyberbullying" means bullying through the use of technology or any electronic communication, including, but not limited to, a transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by the use of any electronic device, including, but not limited to, a computer, telephone, cellular telephone, text messaging device and	Yes . M.G.L.A. c. 71, § 37O(d)(2) requires each plan to include "descriptions of and statements prohibiting . . . cyberbullying." Definition of cyber-bullying includes the means as well as creation of web pages in the name of another and the knowing impersonation of another as a poster. M.G.L.A. c. 71, § 37O(a).	Yes . Bullying through "electronic devices," which include but are not limited to "telephones, cellular telephones, computers, pagers, electronic mail, instant messaging, text messaging, and websites." R.S.A. §§ 193-F:3(II)-(III).	Yes . Definition of cyber-bullying includes the means as well as creation of web pages in the name of another and the knowing impersonation of another as a poster. R.I.G.L.A. § 16-21-33(a)(2).	Yes , definitions of both bullying and harassment cover acts "conducted by electronic means." 16 V.S.A. §§ 11(a)(26)(A) & 11(32).

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		personal digital assistant.” 20-A M.R.S.A. § 6554(2)(B).				
Includes adult-on-student bullying?	No.	Yes. 20-A M.R.S.A. § 6554(7).	No.	No.	No.	Yes for harassment. The harassment prevention policy and plan for implementation shall include “consequences and appropriate remedial action for staff or students who commit harassment. ” 16 V.S.A. § 570a(a)(2). No for bullying. “Bullying” means any overt act or combination of acts, including an act conducted by electronic means, directed against a student by another student or group of students. ” 16 V.S.A. § 11(a)(32).
Covers public and some private schools?	No. “Bullying” refers to activity directed by one student to another student attending school in the same school district. C.G.S.A. §10-222d(a)(1). General assembly publication describes the law as ensuring “every child the right to learn in public school without fear of teasing, humiliation or assault.”	No. 20-A M.R.S.A. § 6554 prohibits bullying in public schools.	Yes. The law applies to “each school district, charter school, approved private day or residential school and collaborative school.” Mass. Gen. Laws Ann. ch. 71 § 37O.	No. “All pupils have the right to attend public schools, including chartered public schools, that are safe, secure, and peaceful environments.” R.S.A. § 193-F:2(I).	Yes. “All school districts, charter schools, career and technical schools, approved private day or residential schools and collaborative schools shall be subject to the requirements of this section.” R.I.G.L.A. § 16–21–34.	Yes. “‘Educational institution’ and ‘school’ mean a public school or an approved or recognized independent school.” 16 V.S.A. § 570 (e)(1). An independent school is defined as “a school other than a public school, which provides a program of elementary or secondary education, or both. 16 V.S.A. § 11(8).
Parental notification of incident report	Not required at the report stage.	Not required at the report stage.	Not required at the report stage.	Yes, within 48 hours of the incident report, in such a way that complies with the Family Educational Rights and Privacy Act. R.S.A. § 193-F:4(II)(h). A waiver from the notification requirement may be granted in writing if it is determined a waiver is in the best interest of the victim or perpetrator. R.S.A. § 193-F:4(II)(i).	Yes – for parents of the “perpetrator” and “victim” within 24 hours of the incident report. R.I.G.L.A. § 16-21-34(a)(12)(ii). Notification should be of the incident and [presumably later] the action taken to prevent further acts of bullying or retaliation. R.I.G.L.A. § 16-21-34(a)(8)(ii).	Yes for harassment. After the school receives actual notice of alleged harassment, it must “provide a copy of its harassment policy, including its harassment investigation procedure, to the alleged victim and the alleged perpetrator. If either the alleged victim or the alleged perpetrator is a minor, the copy of the policy shall be provided to the person's parent or guardian.” 16 V.S.A. § 14(a)(1).

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Prescribed time for investigation	Yes , “promptly.” C.G.S.A. § 10-222d(b)(4).	Yes , “promptly.” 20-A M.R.S.A. § 6554(5)(F).	Yes , “promptly.” M.G.L.A. c. 71, § 37O(d)(2)(iv).	Yes . Five school days with a possible extension of seven school days. R.S.A. § 193-F:4(II)(j).	Yes , “promptly.” R.I.G.L.A. § 16-21-34(a)(4).	Yes , the current DOE model bullying prevention plan requires a school district to promptly investigate any written reports of misconduct that meet the definition of bullying and any anonymous or oral report of bullying that appears to warrant further investigation. As of January 1, 2013, any school board policy must be at least as stringent as the DOE model policy. 16 V.S.A. § 570 (b), 2012 Vt. Acts & Resolves 129 § 13. Yes , for harassment. From the time the complaint is filed, the investigation must be initiated within one day and completed within five days. If a review of the school’s initial decision is requested, a final decision must be completed within thirty days. 16 V.S.A. § 570a(a)(5). 16 V.S.A. § 14(a)(1) requires an educational institution to “promptly investigate to determine whether harassment occurred.”
Prescribed rules for investigation	Yes . Investigation must be in accordance with the school climate plan. The school must “collect and maintain records of reports and investigations of bullying in the school.” A supervising committee at each school shall “receive copies of completed reports following investigations of bullying” and identify and address patterns, among other things. C.G.S.A. § 10-222k(b)-(c).	Yes . School board policy must include “[a] procedure for promptly investigating and responding to incidents of bullying, including written documentation of reported incidents and the outcome of the investigations.” 20-A M.R.S.A. § 6554(5)(F).	Yes . The written school bullying plan must include “clear procedures for promptly responding to and investigating reports of bullying or retaliation” as well as the range of disciplinary actions that may be taken against a perpetrator, and strategies for protecting students who report bullying. M.G.L.A. c. 71, § 37O(d)(2)(iv)-(vii).	Yes . The mandated bullying policy must include a “written procedure for investigation of reports, to be initiated within 5 schools days of the reported incident, identifying either the principal or the principal’s designee as the person responsible for the investigation and the manner and time period in which the results of the investigation are documented.” R.S.A. § 193-F:4(II)(j).	Yes . The mandated bullying policy must include “[c]lear procedures for promptly responding to and investigating reports of bullying or retaliation.” R.I.G.L.A. § 16-21-34(a)(4).	Yes . Harassment, hazing, and bullying prevention policies must include “a procedure for investigating reports of violations and complaints.” 16 V.S.A. §§ 570a(a)(5), 570b(3), 570c(3). For harassment, there is a prescribed time for investigations (see above).

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Reporting to State DOE?	<p>Yes and more.</p> <p>(1) Schools must report annually to the state DOE the number of acts of bullying.</p> <p>(2) Schools must maintain records and "maintain a list of the number of verified acts of bullying" and "make such list available for public inspection."</p> <p>(3) Biannually, schools must assess their school climate using identified instruments. C.G.S.A. §§ 10-222d(b)(10), (d).</p>	<p>Yes. "The commissioner shall create a procedure by which school administrative units report substantiated incidents of bullying and cyberbullying to the department on at least an annual basis. These reports may not contain personally identifying information about students or other involved persons, but must delineate the specific of the incidents, the consequences and the actions taken." 20-A M.R.S.A. § 254, sub-§ 11-A(A).</p>	<p>Yes and more. Covered schools must annually report bullying incident data. "The data shall include, but not be limited to: (i) the number of reported allegations of bullying or retaliation; (ii) the number and nature of substantiated incidents of bullying or retaliation; (iii) the number of students disciplined for engaging in bullying or retaliation; and (iv) any other information required by the department." The Department shall publish an annual report aggregating the statewide data. M.G.L.A. c. 71, § 37O(k).</p>	<p>Yes and more.</p> <p>(1) Schools must report annually to the state DOE.</p> <p>(2) The state DOE must prepare an annual report of substantiated incidents. R.S.A. §§ 193-F:6(I)-(II).</p>	<p>No.</p>	<p>Maybe, schools must annually report "student performance results to community members in a format selected by the school board." This includes information about the effectiveness of efforts to maintain a "safe, orderly, civil and positive learning environment which is free from harassment, hazing and bullying." 16 V.S.A. §§ 165(a)(1) & 165(a)(2)(c).</p>

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Directives to State DOE/Model Policy?	<p>Yes. The DOE shall, within available appropriations: document districts' needs for technical assistance/training, collect information on prevention and intervention strategies, develop model school climate plan, disseminate climate assessment instruments, provide annual training for school employees, and submit a report on the number of verified acts of bullying, an analysis of responsive action taken, and further recommendations. C.G.S.A. § 10-222h(a).</p>	<p>Yes. “By January 1, 2013, the commissioner shall develop a model policy to address bullying and cyberbullying for use by school administrative units pursuant to section 6554. A copy of the model policy must be sent to each school administrative unit in the State and posted on the publicly accessible portion of the department's website along with any training and instructional materials related to the policy that the commissioner determines necessary... The commissioner may update or revise the model policy and shall post the update or revision on the publicly accessible portion of the department's website and send a copy of the update or revision to each school administrative unit.” 20-A M.R.S.A. § 254, sub-§ 11-A, & sub-§ 11-A(B).</p>	<p>Yes. “The department [of elementary and secondary education] ... shall: (i) publish a model plan for school districts and schools to consider when creating their plans; and (ii) compile a list of bullying prevention and intervention resources, evidence-based curricula, best practices and academic-based research that shall be made available to schools. ... The department shall biennially update the model plan and list of the resources, curricula, best practices and research and shall post them on its website.” M.G.L.A. c. 71, § 37O(j). DESE may investigate reported incidents of bullying and, if a covered school is found not to have properly enforced its prevention plan, DESE may enforce the prevention plan or take other actions to address findings of an investigation. M.G.L.A. c. 71, § 37O(n).</p> <p>DESE is required to develop a student survey “to assess school climate and the prevalence, nature and severity of bullying in schools.” M.G.L.A. c. 71, § 37O(l).</p> <p>See Model Bullying Prevention and Intervention Plan.</p> <p>See generally DOE Bullying Resources.</p>	<p>Yes. The DOE “may develop model policy in accordance with the requirements set forth in this chapter,” R.S.A. § 193-F:4(III); “shall provide evidence-based education programs to support training” provided by each school district, R.S.A. § 193-F:5(II); and “shall prepare an annual report of substantiated incidents of bullying or cyberbullying in schools.” R.S.A. § 193-F:6(II).</p>	<p>Yes and the model policy sets the floor for school plans. “The Rhode Island department of education shall prescribe by regulation a statewide bullying policy, ensuring a consistent and unified statewide approach to prohibition of bullying at school,” including statutorily required components. “The statewide policy shall apply to all schools . . .” R.I.G.L.A. § 16-21-34 (a).</p>	<p>Yes. The Commissioner shall develop model harassment, hazing, and bullying prevention policies. 16 V.S.A. § 570(d). See also 2004 Vt. Acts & Resolves 117 § 3(a)(4).</p> <p>As of January 1, 2013, any school board policy must be at least as stringent as the DOE model policy. 16 V.S.A. § 570(b), 2012 Vt. Acts & Resolves 129 § 13.</p>
Mandatory Duty to Adopt Policy?	<p>Yes, the statute sets a floor for school plans.</p> <p>Each local/regional board of ed. Is required to develop (by 1/1/2012) and implement a safe school climate plan. Extensive specific requirements for the plan are outlined by statute. Plans must be submitted to the DOE and made available on</p>	<p>Yes. 20-A M.R.S.A. § 1001(15)(H) clarifies that a school board's existing duty to adopt a student code of conduct addressing policies and procedures for bullying, harassment, and sexual harassment must include the elements of the newly enacted bullying and cyberbullying law. 20-A M.R.S.A. § 6554(5) directs</p>	<p>Yes, the statute sets a floor for school plans.</p> <p>“Each school district, charter school, non-public school, approved private day or residential school and collaborative school shall develop, adhere to and update a plan to address bullying prevention and intervention in consultation</p>	<p>Yes, the statute sets a floor for school plans. Must adopt written policy prohibiting bullying including definitions and certain statutorily required components. R.S.A. § 193-F:4(II).</p>	<p>Yes. “School districts and schools must adopt the statewide bullying policy promulgated [by the DOE] by June 30, 2012.” A link to the policy must be “prominently posted on the home page of the school district's website and distributed annually to parents and guardians of students.” R.I.G.L.A. § 16-21-34 (a)(16).</p>	<p>Yes. “Each school board shall develop, adopt, ensure the enforcement of and make available ... harassment, hazing, and bullying prevention policies that shall be at least as stringent as model policies developed by the commissioner. Any school board that fails to adopt one or more of these policies shall be presumed to</p>

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	<p>the internet.</p> <p>Biennially, each school in the district must complete a school climate assessment and submit that assessment to DOE. C.G.S.A. § 10-222d.</p>	<p>that “a school board shall ensure that its policies and procedures are consistent with the model policy developed or revised by the commissioner,” and outlines certain minimum requirements that must be met by each policy. 20-A M.R.S.A. § 6554(6) directs school boards to publish these policies and procedures on each school administrative unit’s publicly accessible website, address them in detail in a section of each student handbook, and annually provide them in written form to students, parents, volunteers, administrators, teachers and school staff.</p>	<p>with teachers, school staff, professional support personnel, school volunteers, administrators, community representatives, local law enforcement agencies, students, parents and guardians.” M.G.L.A. c. 71, § 37O(d)(1). Extensive specific requirements for the plan are outlined by statute. E.g., the plan must be made available on the school’s website, M.G.L.A. c. 71, § 37O(e)(3); and the plan must be updated at least biennially, M.G.L.A. c. 71, § 37O(d)(1).</p>			<p>have adopted the most current model policy or policies published by the commissioner.” 16 V.S.A. § 570(b).</p> <p>The Commissioner may require school districts who are not meeting quality standards to take certain actions to maintain a safe and positive learning environment. 16 V.S.A. § 165(a)(8)</p>
Training Students on Bullying?	<p>The prevention and intervention strategies required as part of the safe school climate plan may include “grade-appropriate bullying education and prevention curricula.” C.G.S.A. § 10-222g(4).</p>	<p>No, but school board is required to disseminate policy to students, parents, volunteers, administrators, teachers, and school staff annually in written form, address it in detail in its student handbook, and post it on the school’s publicly accessible website. 20-A M.R.S.A. § 6554(6).</p>	<p>Yes (evidence-based). “Each... shall provide age-appropriate instruction on bullying prevention in each grade that is incorporated into the curriculum of the school district or school. The curriculum shall be evidence-based.” M.G.L.A. c. 71, § 37O(c).</p> <p>At least once every 4 years, covered schools shall administer a student survey to assess school climate and the prevalence, nature and severity of bullying in schools. The Department will analyze the data to identify trends and areas for improvement and to monitor prevention efforts in schools over time. M.G.L.A. c. 71, § 37O(l). The first survey will be in the 2016 school year.</p>	<p>Yes (age-appropriate and evidence-based). R.S.A. § 193-F:5(l)(b).</p> <p>But, school districts must adopt a policy allowing an exception to specific course material based on a parent’s or legal guardian’s determination that the material is objectionable. R.S.A. § 186:11(IX-c).</p>	<p>Impliedly yes. Training is not specifically discussed, however students must be told what to report. Schools are “encouraged to provide in-service training on Internet safety for students, faculty and staff.” R.I.G.L.A. § 16-21-34 (a)(15).</p>	<p>Yes. Annually, staff, parents, guardians, and students must be given notice of the bullying, harassment and hazing policies in age-appropriate language with examples. The school board shall develop programs to inform students about the substance of the policies and to foster conversations between and among students regarding tolerance and respect. 16 V.S.A. § 570(c).</p>
Training Teachers and Staff?	<p>Yes. C.G.S.A. §§ 10-222d(b)(17) & 10-220a(a).</p>	<p>Yes. “A school administrative unit shall provide professional development and staff training in the best approaches to implementing this section.” 20-A M.R.S.A. § 6554(9).</p>	<p>Yes. A prevention plan shall provide for “ongoing professional development to build the skills of all staff members . . . to prevent, identify and respond to bullying.” M.G.L.A. c. 71, § 37O(d)(4). The statute sets</p>	<p>Yes (evidence based). R.S.A. § 193-F:5(l)(a).</p>	<p>Impliedly yes. Training is not specifically discussed, however staff must be told what to report and schools must have a procedure for restoring a sense of safety for a victim. Schools are “encouraged to provide in-</p>	<p>Yes. The harassment, bullying, and hazing prevention policies must include a description of how the school board will ensure that teachers and other staff members receive training in preventing, recognizing, and</p>

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			out specific requirements for the content of training, and requires DESE to identify at least 1 alternative method of fulfilling the professional development requirement at no cost to covered schools and entities. <i>Id.</i>		service training on Internet safety for students, faculty and staff.” R.I.G.L.A. § 16-21-34 (a)(15).	responding to harassment, hazing, and bullying, respectively. 16 V.S.A. §§ 570a(a)(6), 570b(6), 570c(6).
Must School Employees Report Bullying Incidents?	Yes , orally within 1 school day and a written report within 2 school days thereafter. C.G.S.A. § 10-22d(b)(3).	Yes . School board policy must include “[a] requirement that school staff members, coaches and advisors for extracurricular and cocurricular activities report incidents of bullying to the school principal or other school personnel designated by the superintendent...” 20-A M.R.S.A. § 6554(5)(D).	Yes . M.G.L.A. c. 71, § 37O(g).	Not expressly stated, though the training required includes for purposes of reporting. R.S.A. § 193-F:5(I)(a).	Yes . R.I.G.L.A. § 16-21-34 (a)(2).	Yes , the current DOE model bullying prevention plan requires teachers and other school staff who witness acts of bullying or receive student reports of bullying to promptly notify school administrators. See also 2004 Vt. Acts & Resolves 117 § 3(a)(4). As of January 1, 2013 any school board policy must be at least as stringent as the DOE model policy. 16 V.S.A. § 570 (b), 2012 Vt. Acts & Resolves 129 § 13.
Counseling and Other Intervention	The prevention and intervention strategies required as part of the safe school climate plan may include counseling, discipline, and “the implementation of a positive behavioral interventions and supports process or another evidence-based model approach... identified by the [DOE].” C.G.S.A. § 10-222g.	Yes , in context of both remediation and discipline. School board policy must include “[a] procedure to remediate any substantiated incident of bullying to counter the negative impact of the bullying and reduce the risk of future bullying incidents, which may include referring the victim, perpetrator, or other involved persons to counseling or other appropriate services. 20-A M.R.S.A. § 6554(5)(I). Counseling, mediation, community service, and other intervention included under definition of “alternative discipline,” which is defined and included as possible consequence for anyone who violates prohibition on bullying, falsely accuses another of bullying, or retaliates against a person who reports a suspected incident of bullying. 20-A M.R.S.A. § 6554(2), § 6554(5)(G).	Yes , the written school bullying plan shall include “a strategy for providing counseling or referral to appropriate services for perpetrators and victims and appropriate family members of said students.” M.G.L.A. c. 71, § 37O(d)(2)(x).	Yes . The mandated school bullying policy shall state “that there shall be disciplinary consequences or interventions, or both.” R.S.A. § 193-F:4(II)(d).	Yes . The school bullying policy must contain “[t]he range of disciplinary actions that may be taken against a perpetrator for bullying or retaliation” and should include: (i) A parental engagement strategy; and (ii) A provision that states punishments for violations of the bullying policy shall be determined by the school’s appropriate authority; however, no student shall be suspended from school unless it is deemed a necessary consequence of the violations.” R.I.G.L.A. § 16-21-34 (a)(5). The written school bullying plan shall include “a strategy for providing counseling or referral to appropriate services for perpetrators and victims and appropriate family members of said students.” R.I.G.L.A. § 16-21-34 (a)(10).	Yes , for harassment, “[a]t all stages of the investigation and determination process, school officials are encouraged to make available to complainants alternative dispute resolution methods, such as mediation, for resolving complaints.” 16 V.S.A. § 570a(a)(2).

