

PMEA Anti-Bullying & Social Media Policies

PMEA Anti-Bullying Policy

Introduction and Definitions:

PMEA is committed to providing a safe and positive learning environment for all students. PMEA recognizes that bullying creates an atmosphere of fear and intimidation that detracts from the safe environment necessary for student learning and may lead to more serious violence. Therefore, PMEA strictly prohibits bullying.

- **Bullying** means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students which occurs in a school setting that is severe, persistent, or pervasive and has the effort of doing any of the following:
 - Substantial interference with a student's education
 - Creation of a threatening environment
 - Substantial disruption of the orderly operation of the event

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. Bullying as defined in this policy includes Cyberbullying via any form of electronic communication including, but not limited to phone, text messaging, Internet, websites, email, blog, chat rooms, instant messaging, and social media. Cyberbullying may also constitute the crime of cyber harassment and as such may be subject to criminal prosecution in addition to disciplinary consequences under this policy. Where appropriate, PMEA directs that instances of bullying or cyberbullying be referred to law enforcement.

- **School setting** means at any PMEA sponsored activity or event sanctioned by the school district.
- **Authority:**
 - PMEA encourages all students who have been bullied or are aware of bullying to promptly report such incidents to the designated chaperone or proper responsible adult. All incidents of bullying will be automatically reported to the participating PMEA Music Teacher of the student, Head Chaperone, ranking PMEA Official and participating School District.

Investigation Procedures:

Upon learning of a bullying incident, the incident must be reported immediately to the Host of the PMEA Event and Ranking PMEA Official (District President(s) etc.). The ranking PMEA Official will immediately contact the PMEA Music teacher of the student and start a thorough investigation of the incident including all parties involved using the PMEA Anti-Bullying Investigation Form and PMEA Bullying Procedure Document.

Consequences for Violations:

Any student who violates this policy will be subject to appropriate disciplinary action consistent with the PMEA Student Code of Conduct and School District Policies, which may include but are not limited to:

1. Removal from the PMEA sponsored event
2. Search and seizure of property
3. Referral to law enforcement officials for investigation of possible criminal charges, including but not limited to cyber harassment

Retaliation:

Retaliation against students, school personnel, PMEA Staff, or other persons who report bullying pursuant to this policy or who participates in any related proceeding is prohibited. PMEA deems retaliatory acts as harmful as bullying acts and will be handled in the same manner as Bullying for students who retaliate against any student, school personnel, PMEA Staff, or other persons who report alleged bullying or participates in related proceedings. Such action may include disciplinary action.

False Charges:

Students who knowingly make false charges of bullying or retaliation shall be subject to disciplinary action and referral to law enforcement officials for investigation of possible criminal charges.

This policy shall be made available to all students, school districts, and PMEA Members and Staff by placing this policy on the PMEA Website at www.pmea.net and also by students when filling out Student Contracts.

PMEA Social Media Policy

The Pennsylvania Music Educators Association (PMEA) will adhere to the National Association for Music Education (NAfME) Social Media Policy which states:

- Act as a curator of music ed-related resources from internal and external sources in order to serve NAfME members and other constituents
- Communicate personally with the online music education community, and respond to feedback from all NAfME members and music education advocates
- Connect NAfME members to others within the profession, to those who serve music education, and to decision-makers
- Promote programs offered by NAfME and its partners in relation to all things music education, including advocacy, performance, professional development and items of general interest

The PMEA staff will be responsible for posting relevant information on social media platforms, blogs, websites, etc. At all times, the PMEA staff will adhere to the Employee Handbook and Code of Conduct when posting on the aforementioned platforms. When PMEA staff members are posting on personal platforms, they will not post any sensitive or private information about the Association or otherwise use any media belonging to the Association without prior approval from the Executive Director. If any media belonging to the Association is being misused by any person and/or parties not belonging to PMEA, the Association reserves the right to request its' removal and pursue any action necessary to keep the good name of the Association.

Any person involved in any PMEA activity who uses a personal communication device with the intent to intimidate, harass, or coerce another student and/or member, or, to use vulgar, obscene, profane, lewd or lascivious language to communicate such harassment, or, to threaten an illegal or immoral act shall be subject to disciplinary procedures involving, but not limited to, PMEA staff and the PMEA Executive Committee. In any instance in which cyberbullying creates a climate of fear and/or causes a substantial disruption or impinges on the rights of other students and/or members, the person committing the act shall be subject to disciplinary procedures. Students, Directors, and Staff are required to report any incidents of cyberbullying to which they are aware. Reports may be made anonymously. PMEA Staff will investigate all reports and recommend the next course of action to the appropriate authorities.

This policy is not intended to prohibit on its face, or in application, the exercise of employee's rights to engage in "concerted activity" or other activity protected by state and federal labor law with respect to the terms and conditions of employment. However, this policy is not intended to be a comprehensive analysis of the application of labor law to its contents. Employees are responsible for educating themselves as to the specifics of their conduct under this policy.