

**PROPOSAL FOR BULLYING PREVENTION AND RESPONSE TRAINING  
PURSUANT TO  
LOUISIANA ACT 861 OF THE 2012 LOUISIANA LEGISLATURE**

**LAW OFFICES OF HAMMONDS, SILLS, ADKINS & GUICE**

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**Training Description:**

The training to be provided by the Law Offices of Hammonds, Sills, Adkins & Guice (HSAG) will address the requirements of Act 861 of the 2012 Louisiana Legislature (Act) relative to bullying prevention and appropriate responses to bullying in the educational environment. Specifically, the training will include: 1) how to recognize the behaviors defined as bullying in the Act; 2) how to identify students at each grade level who are most likely to become victims of bullying; 3) how to use appropriate intervention and remediation techniques and procedures to address bullying; 4) the procedures by which incidents of bullying are required to be reported to school officials; 5) information on suicide prevention, including the relationship between suicide risk factors and bullying (based on information supported by peer-reviewed research conducted in compliance with accepted scientific methods and recognized as accurate by leading professional organizations and agencies with relevant experience); and 6) the legal relationship of school district responses to bullying and factors that rise to the level of harassment based on disability, gender, natural origin, religion, and other discriminatory practices.

Training of all school personnel is required under the Act, with each such individual participating in training for a minimum of four (4) hours. The term “school personnel” is defined as any teacher, counselor, bus driver, or other school employee (whether full or part-time).

**Learning Objectives:**

Participants are expected to gain an awareness of bullying and an understanding of the factors that

constitute bullying; how to recognize bullying when it occurs; how to respond to bullying in a timely and appropriate manner consistent with evidence-based practice; how and when to report incidents of bullying in accordance with required procedures; how to recognize the potential harmful effects of bullying, including the potential for suicide and acts of violence; how to integrate positive approaches to student behavior into everyday school activities to build and maintain strong, collaborative, and respectful relationships among children and adults; and how to cultivate a climate of cultural sensitivity involving parents and the community at large.

### **Scope of Training:**

Training to cover all the mandated components of Act 861 can be provided in a single, continuous 4-hr. presentation for all school employees; or in two, 2-hr. presentations to separately address specific topics.<sup>1</sup> The training objectives specified herein represent the *minimum* content requirements of the Act. The HSAG training should not be construed in any way as exhaustive in terms of available information and protocols for addressing bullying in the educational environment. Continued professional development is considered prudent.

### **Qualifications:**

#### **WAYNE T. STEWART**

Mr. Stewart is a 1988 graduate of Duke University, receiving a B.S. degree. He received his M.A. in Psychology from Louisiana State University in 1991 and his Ph.D. in Psychology from LSU in 1994. He received his J.D. in 2006 from Loyola University in New Orleans. Prior to joining Hammonds, Sills, Adkins & Guice in August of 2008, he was an associate with Hardy, Carey, Chautin & Balkin, L.L.P. in Mandeville, Louisiana. Mr. Stewart specializes in Special Education Law. He is a member of the Louisiana State Bar Association, the Baton Rouge Bar Association, the American Bar Association, the National Association of School Psychologists (retired), and the National Council of School Attorneys. Prior to his employment as an attorney, he was a school psychologist for the Jefferson Parish Public School System from 1993 to 1996, a lecturer at Our Lady of Holy Cross College in New Orleans from 1997 to 2001, Coordinator of Pupil Appraisal Services/Behavior Management for the Jefferson Parish Public School System from 1996 to 2004, and a Special Education Liaison for the Jefferson Parish Public School System from 2005 to 2006. Mr. Stewart is located in the Baton Rouge office.

#### **MELISSA S. LOSCH**

Ms. Losch is a 1997 graduate of Southeastern Louisiana University, where she received a B.A. in Psychology, with a minor in English. She received her J.D. degree in 2000 from Louisiana State University,

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<sup>1</sup> It is understood that a single 2-hr. training is insufficient to meet the statutory requirements under Act 861. Participants in any 2-hr. training will be expected to acquire additional 2 hours of training in areas not addressed, in order to comply with the mandatory content requirements of the Act.

and was admitted to practice law that same year. She has extensive legal experience in disability law and education law, having practiced at a non-profit law firm for nearly ten years. Ms. Losch worked as a managing attorney in both the Americans with Disabilities Act/504 section, and the Special Education Law section. She was involved in class action litigation related to and following Hurricane Katrina. The majority of her time was dedicated to education law. Ms. Losch has conducted numerous training seminars involving Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and the Individuals with Disabilities Education Act. She has been involved in numerous education related task force committees over the years involving issues such as legislative changes on discipline, restraint and seclusion laws and regulations, and educational services for students in the juvenile justice system. Ms. Losch joined Hammonds, Sills, Adkins and Guice in March of 2012. She works in our Baton Rouge office, and primarily handles special education and employment matters on behalf of school boards. She is an active member of the Baton Rouge Bar Association and the Louisiana Bar Association, and is admitted to practice in all of the State and Federal Courts in the State of Louisiana, the U.S. Fifth Circuit of the Court of Appeals, and the U.S. Supreme Court.

#### **PAMELA L. DELAUNE**

Ms. DeLaune received her legal assistant/paralegal certificate from Boston University. She holds a Bachelors degree in Speech Defective and Hard of Hearing and Speech Education from Louisiana State University and a Master of Arts degree in Speech Pathology from Louisiana State University. Her areas of educational certification by the Louisiana Department of Education include: Speech Defective and Hard of Hearing, Speech Education, Hard of Hearing, Qualified Speech Pathologist, Supervisor of Student Teaching, Principal, Parish or City School Supervisor of Instruction, and Parish or City School Supervisor/Director of Special Education. She holds a Certificate of Clinical Competence from the American Speech-Language-Hearing Association. Ms. DeLaune worked for many years as an educational service provider and Placement Coordinator in a large school district in Louisiana, worked in smaller school districts and cooperatives in the Commonwealth of Massachusetts, served as an educational service provider and consultant for the U.S. Department of Defense Overseas School System, and was the first Program Coordinator of the Early Intervention Program for High Risk Children in Baton Rouge, Louisiana. She provides inservice training to public school systems across the state in matters relating to special education and Section 504 issues and assists school district in responding to State Complaints as well as IDEA Due Process Hearings.

#### **Supervision:**

Each participating school district is responsible for overseeing the participation of its employees in the contracted training activities. HSAG assumes no responsibility for ensuring the mandatory participation of school employees in its trainings. It shall be the sole responsibility of the contracting school district to monitor and supervise its employees with respect to participation in mandatory bullying prevention and response training.

### **Cost of Training:**

- One 4-hr. training covering all required components of Act 861 . . . . . **\$3500**
- One 2-hr. training covering sections 1, 2 and 4 of the mandated components: 1) how to recognize the behaviors defined as bullying in the Act; 2) how to identify students at each grade level who are most likely to become victims of bullying; and 4) the procedures by which incidents of bullying are required to be reported to school officials . . . . . **\$1800**
- One 2-hr. training covering sections 3 and 5 of the mandated components: 3) how to use appropriate intervention and remediation techniques and procedures to address bullying; and 5) information on suicide prevention, including the relationship between suicide risk factors and bullying . . . . . **\$1800**

### **Payment Schedule:**

Contracts will be issued to the requesting school district with signatures required by a representative of HSAG and the respective School Superintendent. Payment is due to HSAG within 30 business days of completion of the training activities.

### **Videotaping:**

HSAG recognizes that the logistics of arranging for all staff to be present at any one time are at times impractical, regardless of the size of the district. Further, new staff enter the system throughout the school year. A school district may videotape the bullying presentations, if the school district agrees within the written contract for the HSAG bullying inservice to the conditions that the use of the video is only for system staff and the content is only valid for the school year in which the presentation takes place.

### **Contact Information:**

The presenters are currently scheduling trainings across the state. For more information, or to schedule a training in your school district, please contact Wayne T. Stewart, Esq., Melissa Losch, Esq., or Pamela DeLaune, Paralegal at **(225) 923-3462**. You may also use our toll free number **(800) 960-5297** or email us at **law@hamsil.com**.