

BULLYING PREVENTION

The District is committed to creating a safe, caring, respectful learning environment for all students and strictly enforces a prohibition against bullying of any of its students by students, staff, or any individuals associated with the school district. Site-based initiatives, developed collaboratively between school administration and personnel, students, families and community members will seek to (1) help students of all ages and abilities stay safe, act wisely, and believe in themselves; and (2) help adults respond effectively to students' reports and their own observations. The District is committed to training staff regarding bullying, and educating students about what bullying is and issues surrounding bullying.

Bullying is aggressive, intentional or deliberately hostile behavior directed towards a student or students. Bullying consists of deliberately hurtful behavior, which occurs repeatedly over a period of time. It can take many forms and can occur in any setting. Bullying can include, but is not limited to, intimidation such as name calling or threatening; social alienation such as shunning or spreading rumors; written notes, phone calls or electronic messages that are offensive, hurtful, annoying or worrying; or physical aggression such as assaults on a student or attacks on a student's property. Victims of bullying behavior are often unable to defend themselves because of size or strength, or because the victim is outnumbered or less psychologically resilient.

The District prohibits bullying of students as required by law. For purposes of this policy, "school" includes schools, school grounds, school buses, school-sponsored social events, trips, sports events, or similar school-sponsored events and functions, on or off school grounds and travel to and from school and/or school sponsored events.

The District takes allegations of bullying seriously and will respond promptly to complaints and allegations of bullying. With regards to these reports, it should be noted that the Board prohibits reprisal or retaliation by a student or staff member against any person who reports an act of bullying or participates in an investigation of reported bullying. The consequences and appropriate discipline for a student or staff member who engages in reprisal or retaliation shall be determined by the superintendent or designee after consideration of the nature, severity, and circumstances of the act but may include suspension, expulsion and/or court involvement for students and reprimand, suspension or termination for a staff member.

Staff members who receive a report of bullying or who personally witness bullying behavior are *required* to take corrective action to protect the student and to report the incident to the principal. Failing to do so will be addressed through progressive discipline.

The Board requires the principal to disseminate the bullying policy annually to all school staff to include bus drivers and event supervisors, parent chaperones, students and parents. The district administrator shall also develop an annual process for discussing the school district policy on bullying with students and staff.

Legal Ref.: 118.01(2)(d) 8 - Wisconsin Statutes
118.46(2) – Wisconsin Statutes
120.13(1) – Wisconsin Statutes
947.0125 – Wisconsin Statutes

Cross Ref.: 443.71-Rule - Complaint Procedures for Incidents of Bullying
363.2, Student Access to Technology Resources
411 - Equal Educational Opportunities
411.1 - Student Harassment
411.1- Rule - Student Harassment and Discrimination Complaint Procedures
443 - Student Conduct
447.3 - Student Suspensions/Expulsions
454 - Child Abuse/Neglect Reporting
512 - Staff Harassment
Employee Agreements/Handbooks

APPROVED: August 17, 2009
January 16, 2012
APRIL 25, 2016