

## **6.54 BULLYING PREVENTION POLICY**

### **1. Statement of Philosophy**

Deer Creek - Lamont Public Schools is committed to creating a safe, healthy, learning environment for all students that enhances personal safety and encourages respect, dignity, and equality among students. Deer Creek - Lamont Public Schools is committed to creating and maintaining a learning environment that is free from bullying and harassment.

### **2. Definitions:**

Bullying:

- is aggressive behavior or intentional harm-doing,
- can be physical, verbal, emotional, or sexual,
- is carried out repeatedly over time,
- occurs within a relationship characterized by an imbalance of power,
- results in inappropriate feelings in the victims,
- can trigger violent responses in some students with other risk factors, or;
- can be the early warning sign for further inappropriate behavior which may lead a victim to violence

### **3. Examples of Prohibited Behavior**

- name calling and/or racial slurs, pushing, crowding, hitting, pinching, making fun of a person's body, telling mean jokes about someone, making inappropriate gestures, taking possessions of the victim without permission

### **4. Policy Statement:**

**BULLYING WILL NOT BE TOLERATED ANYWHERE AT DEER CREEK – LAMONT PUBLIC SCHOOLS**

- Victims and bystanders are encouraged, if possible, to tell the bully to stop because the bully's actions are unwelcome and inappropriate,
- Reporting bullying to school staff is necessary. Anyone may report bullying. Students are to report bullying to their immediate adult supervisor (i.e. classroom teacher, substitute teacher, or bus driver – as the case may be) who then reports the bullying to the building principal who may choose to have the school counselor intervene with the bully and the victim. NOTE: Deer Creek - Lamont Public Schools defines *tattling* as telling an adult about another student's actions for the sole purpose of getting that student in trouble. *Reporting* is defined as telling an adult about another student's actions with the purpose of getting help with a situation that is threatening or harmful. Parents or students may fill out a Harassment /Bullying Incident Report located on the school website or request one from the office.
- The Deer Creek - Lamont Public School's staff will strive to maintain confidentiality of any student target or bystander who reports bullying or any student who is reported for being a bully, and;
- Deer Creek - Lamont Public Schools will not tolerate any form of retaliation for reporting bullying. Should an incident occur, school staff will discipline any student who retaliates against anyone who reports an incident, or against any person who testifies or assists in an investigation.

### **5. Student Accountability**

Deer Creek - Lamont Public Schools expects students to demonstrate respectful behavior throughout the entire campus, on school busses, and at all school-sponsored events. Students whose behavior is found to be in violation of this policy will be subject to appropriate sanctions (i.e. sanctions dictated by the discipline policies set forth by the Deer Creek – Lamont Elementary, Junior High and High School's Student Handbooks).

### **6. Staff Accountability**

All school staff are expected to model respectful interaction with all students and staff – at all Times. Staff members are expected to respond to bullying incidents immediately, and in a manner consistent with school policy.

Staff who witness an incident among students are expected to intervene by:

- Responding immediately,
- Establishing the safety of the student being targeted,
- Educating both students by identifying the unacceptable behavior and explaining its harmful impact on the target and on the students, and;

- Setting a logical, reasonable and educational consequence for the bully which promotes the safety of the student being targeted.

### **7. Student Discipline**

(NOTE: The school counselor will annually present the information contained within the DCLA BULLYING PREVENTION POLICY to each grade level). Any student exhibiting threatening Behavior either verbally, in written form, or by gesture toward another student or school Personnel or others while under school supervision shall be subject to the following:

1. The student will be referred immediately to a site administrator or administrator's designee for intervention.
2. The administrator will gather and evaluate incident information and either (A) document the incident, place the student on a five-day probationary period and notify the parents, or (B) implement the following Intervention Procedure:
  - a. The student will be subject to an immediate in-school or out-of-school suspension for a minimum of three (3) days.
  - b. The student's parent(s)/guardian will be notified.
  - c. The police may be notified.
  - d. A mandatory conference will be held with the parent(s)/guardian, student, school officials, and other as deemed necessary (others may include, but not be limited to the following: police, Multi-County Youth Services, Office of Juvenile Affairs, Department of Human Services, and Child Welfare). The conference shall take place as soon as possible.
  - e. A re-entry conference shall be held with the student, parent, administrator and site school counselor prior to the student's re-entry to school. If it is determined that the student may not return to school, counseling and/or alternative placement may be implemented. The student will be re-evaluated at a later date as determined by the school.

Any student who had previously disciplined for threatening behavior is subject to alternative placement or suspension if the offense is repeated depending upon the severity of the offense. The alternative placement or suspension shall not exceed the remainder of the current semester and the succeeding semester.

The administrator shall file a report with the superintendent on any student disciplined under this policy.

### **6.53 STUDENT HAZING AND SEXUAL HARRASSMENT**

Policy of Deer Creek - Lamont Public Schools strictly prohibits hazing by any student organization or any person associated with any organization sanctioned or authorized by the Deer Creek - Lamont Board of Education. Hazing shall be considered acts involving harassment by banter, ridicule, or criticism of other students. Included are acts, which are intended to humiliate or play tricks on other students during initiation activities.

The policy of Deer Creek - Lamont Public School also forbids discrimination against, or harassment of, any student on the basis of sex. The board of education will not tolerate sexual harassment by any of its employees or students. This policy applies to all students and employees, including non-employee volunteers, whose work is subject to the control of the school.

#### **1. Sexual Harassment**

- a. For the purpose of this policy, sexual harassment includes verbal or physical sexual advances, including subtle pressure for sexual activity; touching, pinching, patting, or brushing against; comments regarding physical or personality characteristics of a sexual nature; and sexually-oriented "kidding," "teasing," double-entendre (double meanings), rumors, innuendoes, and jokes.
- b. Demeaning comments about a student's ability to excel in a class historically considered a boy's or girl's subject, privately talking to a student about sexual matters (except for "counseling" reasons timely reported to the appropriate school administrators or counselors), or hugging or touching a student inappropriately may constitute sexual harassment.
- c. Writing graffiti or sexually oriented notes which names a student or otherwise identifies a student is potentially defamatory and constitutes sexual harassment. The

superintendent is directed to cause any graffiti or unauthorized writings to be removed immediately.

2. **Specific Prohibitions - Administrators, Supervisors, Employees, and Non-Employee Volunteers**
  - a. It is sexual harassment for an administrator, supervisor, support employee, non-employee volunteer, or teacher to use his or her authority to solicit sexual favors or attention from students.
  - b. Administrators, supervisors, support personnel, non-employee volunteers or teachers who either engage in sexual harassment of students or tolerate such conduct by other school personnel, shall be subject to sanctions, as described below.
  - c. The school district is not concerned with the "off-duty" conduct of school personnel unless the conduct has or will have a negative impact on the educational process of the school. Any romantic or sexual affiliation or advances between school personnel and students, including students who have reached the age of majority (18), during school hours or during hours of school-related activities will have a negative impact on the education process and shall constitute a violation of school policy. Such violations may result in suspension of the student and/or the suspension or termination of the employee or volunteer. Any sexual affiliation or advances between teachers and students under the age of majority (18) may constitute a crime under state or federal law.
3. **Reporting, Investigation, and Sanctions**
  - a. It is the express policy of the Deer Creek - Lamont Board of Education to encourage student victims of sexual harassment to come forward with such claims. This may be done through the Sexual Discrimination Grievance Policy as described below:
    1. Students, employees or volunteers who feel that administrators, supervisors, support personnel, non-employee volunteers, teachers, or other students are subjecting them to sexual harassment are encouraged to report these conditions to the appropriate administrator or teacher. If the student's immediate administrator or teacher is the alleged offending person, the report will be made to the next higher level of administration or supervisor, or to any responsible adult.
    2. Confidentiality will be maintained and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.
  - b. In determining whether alleged conduct constitutes sexual harassment, the totality of the circumstances, the nature of the conduct, and the context in which the alleged conduct occurred will be investigated. The superintendent has the responsibility of investigating and resolving complaints of sexual harassment.
  - c. Any student found to have engaged in sexual harassment of other students, teachers, school employees, or non-employee volunteers shall be subject to sanctions, including warnings, and/or suspension up to one year subject to applicable procedural and/or due process requirements, if any, mandated by law.
  - d. Any employee or non-employee volunteers found to have engaged in sexual harassment of students, teachers, employees, or non-employee volunteers shall be subject to sanctions, including, but not limited to, warning, suspension, or other appropriate punishment subject to applicable procedural and/or due process requirements, if any, mandated by law.