

# STUDENT HARASSMENT & BULLYING Policy 411.1

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The District seeks to provide a safe and positive learning environment for all students. Harassment and bullying disrupts both a student's ability to learn and the school's ability to educate its students in a safe environment. Therefore, the Board will not tolerate student harassment or bullying in any form.

For purposes of this policy, "harassment or bullying" is defined as any conscious, willful, or deliberate act or attempted act, through the use of words or actions, which are intended to cause physical injury, emotional distress/suffering or property damage or which impact the learning environment. Harassment or bullying could include behavior motivated by an actual or perceived distinguishing characteristic such as, but not limited to: sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, disability, physical attributes, gender identity or expression, or social, economic or family status.

Examples of acts of harassment or bullying include physical intimidation, force or assault, humiliation, unwelcome sexual advances, subtle or express pressure for sexual activity, sexual or racist remarks, extortion, verbal or written threats, taunting, put downs, name calling, threatening looks or gestures, spreading cruel rumors, social exclusion, sending or posting inappropriate or insulting messages or images via any means including electronic communication systems like the Internet or cellular telephones, retaliating against another student for reporting harassment or bullying, or any other behavior that substantially interferes with a student's school performance or creates an intimidating, hostile or offensive school environment.

All staff members must be alert to and aware of the signs of harassment or bullying and intervene promptly and firmly against it. The District shall provide staff with the necessary information and training to be able to carry out this responsibility.

Any person who believes that a student has been the subject of harassment or bullying, including the student him/herself, shall report the incident to the building principal or a school counselor for investigation and action. If a student is not comfortable with making a report to the principal or counselor, the report may be made to any other adult employee. The employee will then report the complaint to the appropriate principal or counselor. All reports of harassment or bullying shall be taken seriously, treated fairly and properly and thoroughly investigated. There shall be no retaliation against individuals for filing reports under this policy or assisting in the investigation of such reports.

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School officials shall take all appropriate and necessary action to eliminate student harassment and bullying, up to and including positive behavioral interventions and support, disciplinary action towards offenders, and/or referral to law enforcement officials. In situations in which the alleged harassment or bullying originated off school property, any disciplinary action shall be based upon whether the conduct is determined to be severely disruptive of the educational process so that it markedly impedes the day-to-day operations of the school.

Building principals shall be responsible for informing students, parents and guardians, and staff of this policy annually and for overseeing its proper implementation.

## Legal References:

### WISCONSIN STATUTES

- [Section 118.13](#) [student nondiscrimination]
- [Section 118.46\(2\)](#) [student bullying policy required]
- [Section 120.13\(1\)](#) [school board power to set conduct rules and discipline students]
- [Section 947.0125](#) [unlawful use of electronic communications]
- [Section 947.013](#) [harassment prohibited]
- [Section 948.51\(2\)](#) [hazing prohibited]

### WISCONSIN ADMINISTRATIVE CODE

- [PI 9.02\(9\)](#) [student harassment defined]
- [PI 9.03\(1\)](#) [student nondiscrimination policy prohibiting harassment required]

### FEDERAL LAWS

- [Title IX, Education Amendments of 1972](#) [sex discrimination in educational programs, includes sexual harassment]

## Legal References:

## Cross References:

**Adoption Date:** 9/24/2018