

411.2 STUDENT HARASSMENT AND/OR BULLYING

The School District of Slinger's Board of Education supports an educational environment that is free of harassment and/or bullying of any form. The Board's authority is derived from Wisconsin statutes that allow school boards to establish rules maintaining a healthy and safe learning environment. It is therefore the policy of the district that students, employees, and visitors are prohibited from engaging in any form of harassment or intimidation, either actual or threatened, toward students in school buildings, on school grounds, on school buses, and at school sponsored activities. It is the responsibility of administrators, staff members, and all students to prevent harassment and/or bullying from occurring.

For purposes of this policy, harassment and/or bullying are 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. Bullying may be repeated behavior and involves an imbalance of power. Harassment and/or bullying could include acts motivated by, but not limited to, hostility toward the victim's real or perceived sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital status, sexual orientation, gender identity, social, socio-economic or family status, physical attributes, disability/handicap or any other basis protected by state or federal law.

Examples of deliberate or intentional acts of harassment and/or bullying include:

- Physical: force or assault, vandalism, threatening looks or gestures, social isolation.
- Verbal: oral or written threats, taunting, intimidation, humiliation, bigoted epithets; put downs, name calling.
- Indirect: intimidation, humiliation, spreading rumors, false accusations, social isolation, retaliating against another student for reporting harassment or bullying, cyber bullying.
- Other: graphic materials regardless of form (i.e., photographs, drawings, posters, etc.) or any other behavior that substantially interferes with a student's school performance or creates an intimidating, hostile or offensive school environment.

For purposes of this policy, "cyberspace" is defined as a global domain within the information environment consisting of the interdependent network of information technology infrastructures, including the Internet, telecommunications networks, computer systems, and embedded processors and controllers.

All forms of harassment in cyberspace commonly referred to as cyber bullying are unacceptable and viewed as a violation of this policy. Cyber bullying includes but is not limited to the following misuses of technology: harassment, teasing, intimidating, threatening, or terrorizing another person or group of people by sending or posting inappropriate or hurtful e-mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs or any other messages via cyberspace.

In situations in which cyber bullying originated off school property or from a non-school computer or telecommunication device, but is brought to the attention of school officials, any disciplinary action shall be based upon whether the conduct is determined to be disruptive to the educational process. Such conduct includes, but is not limited to, harassment,

bullying or making a threat off school grounds through cyberspace that is intended to endanger the health, safety or property of others at school.

Students who believe they have been subjected to harassment and/or bullying or any parents/ guardians who believe their student has been subjected to harassment and/or bullying should report the incident(s) to the building administrator/designee. It is the intent of the School District of Slinger to create an atmosphere where complaints will be treated fairly and promptly. The District shall respect the confidentiality of both the complainant and the accused consistent with the District's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective and/or disciplinary action when this conduct has occurred.

Any student or parent/guardian who becomes aware of or witnesses harassment and/or bullying has an obligation to report and will be supported by involved staff members in reporting the bullying/harassment to the building administrator/designee.

No employee shall permit, condone, or tolerate bullying. Any District employee who becomes aware of or witnesses harassment and/or bullying has an obligation to report the incident(s) to the building administrator/designee. Any District employee who becomes aware of or witnesses harassment and/or bullying is strongly encouraged to intervene.

Students who engage in harassment and/or bullying in violation of this policy or retaliate against a victim, good faith reporter, or a witness of bullying shall be subject to school disciplinary measures consistent with District policies and procedures up to and including suspension and/or expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Consent by a student being bullied does not lessen the prohibitions contained in this policy. Pupil services staff will provide support for the identified victim(s).

The administration and staff will inform students that the School District of Slinger does not tolerate harassment and/or bullying in any form and will take all necessary and appropriate action to eliminate it, up to and including discipline of offenders. Students will be informed of this policy annually and the policy, as well as the complaint procedure, will be made available to any students or parent/guardian wishing to file a complaint.

Records will be maintained on the number and types of reports made, and sanctions imposed for incidents found to be in violation of the harassment and/or bullying policy.

Approved by the Board of Education on November 15, 2010