

Shawano School District Bylaws & Policies

5517.01 - BULLYING

The Shawano School District believes that a safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment. The purpose of this policy is to assist the District in its goal of preventing and responding to acts of bullying, intimidation, violence and other similar disruptive behavior.

Bullying includes aggressive or hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied. It is typically repeated over time. Bullying is a form of victimization and is not necessarily a result of or part of an ongoing conflict.

Bullying can include, but is not limited to, these actions:

- A. intimidation and/or harassment such as teasing, put-downs, cruel rumors, false accusations, hazing, name-calling or making threats
- B. social alienation, exclusion and isolation such as shunning or spreading rumors
- C. extortion
- D. written notes, phone calls or electronic messages that are offensive, hurtful, slanderous, threatening, intimidating, insulting or degrading
- E. verbal aggression or verbal assaults which are offensive, hurtful, slanderous, threatening, intimidation, insulting, or degrading
- F. any act, attempted act or threat of physical aggression such as assaults on a student or attacks on a student's property
- G. cyber-bullying through the misuse of technology
 - 1. Cyber-bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, digital pictures or images, website postings, including blogs. It is also recognized that the author (poster or sender) of the inappropriate material is often disguised (logged on) as someone else.
 - 2. In situations in which cyber-bullying originated from a non-school computer but brought to the attention of school officials, any disciplinary action shall be based upon whether the conduct is determined to be severely disruptive of the educational process so that it markedly interrupts or severely impedes the day to day operations of a school. In addition, such conduct must be in violation of publicized school policy. Such conduct includes but is not limited to, harassment, or making a threat off school grounds that is intended to endanger the health, safety or property of others at school, a District employee or Board member.

This policy applies to individuals on school grounds, while traveling to and from school in school provided vehicles, while waiting for the arrival of, or immediately following the departure of any school bus at a designated school bus stop and at school-sponsored activities whether on or off campus.

Any student who believes that s/he has been the subject of bullying or any parent or guardian who believes that their student has been subjected to bullying should report the matter in accordance with established procedures. There shall be no retaliation against students who file reports under this policy. All reports shall be investigated in a timely manner.

Reporting Procedure

- A. Any person who believes s/he has been the victim of bullying or any person with knowledge or belief of conduct that may constitute bullying shall report the alleged acts immediately to the building employee most closely connected to the student or the incident. This reporting procedure is not intended to prevent any person from reporting bullying directly to the building principal.
- B. Any employee that receives a report of, observes, or has knowledge or belief of conduct that may constitute bullying is required to report to the building principal or designee in a timely manner.
- C. The reporting party or complainant shall use the Bullying Incident Report form, which is available in each school building's office. Oral complaints shall be documented with a Bullying Incident Report form. Anonymous complaints will be investigated but the District's ability to take action on such reports may be limited.
- D. Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- E. The district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the District's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.
- F. Submission of a good faith complaint or report of bullying will not affect the complainant's or reporter's future grades, work assignments, educational or employment environment.

It is the responsibility of administrators, staff members and all students to ensure that these prohibited activities do not occur. The District will act to investigate all complaints of bullying and will discipline or take appropriate action against any student or employee of the District who is found to have violated this policy.

School District Action

- A. Upon receipt of a complaint or report of bullying, the District shall undertake or authorize an investigation by District officials or a third party designated by the District.
- B. The District may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.
- C. Upon completion of the investigation, the District will take appropriate action. Such action may include but is not limited to, warning, suspension, exclusion, pre-expulsion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. District action taken for violation of this policy will be consistent with the requirements of applicable

collective bargaining agreements, applicable statutory authority, including the State statutes, District policies, and other regulations.

The District will provide activities to educate students on the harmful effects of bullying behavior, how to intervene or report if students see others bullying, how to get someone who is bullying them to stop, and the consequences for bullying. Some of the leadership to prevent bullying and to educate students about bullying will be planned and provided by student leadership in the District.

The principals will review the anti-bullying policy yearly with both students and staff. Records will be kept of all reports of bullying behavior, what investigation indicated, and what consequences if any were applied.

Biannually, a survey regarding bullying shall be done and the results shall be used to help develop future anti-bullying programming. The progress or lack of it, as demonstrated on the survey and other records, shall be reported to the Board.