

SCHOOL DISTRICT OF THE MENOMONIE AREA

411.1-Rule

HARASSMENT AND/OR BULLYING OF STUDENTS/STAFF

Bullying Definition

Bullying is a deliberate behavior using words, social actions, or physical actions intended to cause fear or a real or perceived imbalance of power. This imbalance of power involves the person(s) perceived to have more power abusing the person(s) with less power. Bullying may be a repeated behavior or a significant isolated event. Bullying may be serious enough to negatively impact a person's educational, physical, or emotional well being.

Pertinent Definitions About Bullying

- Physical – hitting, kicking, spitting, pushing, pulling, taking and/or damaging personal belongings, extorting money, blocking or impeding student movement, unwelcomed physical contact.
- Verbal – taunting, malicious teasing, insulting, name calling, making threats.
- Psychological – spreading rumors, manipulating social relationships, coercion, or engaging in social exclusion/shunning, extortion, or intimidation.
- “Cyberbullying” – the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging (IM), defamatory personal websites, and defamatory on-line personal polling web sites, to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm others.
- Harassment – includes, but is not limited to, any act subjecting an individual or group to unwanted, abusive behavior of a nonverbal, verbal, written, or physical nature on the basis of sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression (including transgender and gender nonconforming students) or physical, mental, emotional or learning disability.
- Intimidation – includes, but is not limited to, any threat or act intended to tamper, substantially damage or interfere with another's property, cause substantial inconvenience, subject another to offensive physical contact or inflict serious physical injury on the basis of sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression (including transgender and gender nonconforming students) or physical, mental, emotional or learning disability.
- Menacing – includes, but is not limited to, any act intended to place a school employee, student, or third party in fear of imminent serious physical injury.

Bully Prevention Education

The School District of the Menomonie Area recognizes the need and obligation for bully prevention education. Each Menomonie school will develop varied age-appropriate bully prevention programs, which may include the following:

- Declare policy and procedure to faculty and student body no less than two times per school year.
- Post signs prohibiting bullying and/or harassment.
- Implement student pledge whereby students commit to non-bullying behaviors.
- Include diversity awareness in curriculum.
- Include bully prevention strategies in curriculum.
- Include how to report bullying in curriculum.
- Provide opportunity for students to join clubs and organizations promoting bully prevention awareness.
- Develop parent outreach focused upon bully prevention and awareness.
- Encourage the health realization/mindfulness program.

Confidentiality

The School District of the Menomonie Area will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and any witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform to any discovery or disclosure obligations. All records generated under this administrative rule shall be maintained as confidential to the extent permitted by law.

Procedure to Report Bullying

Student(s) and/or staff members should immediately report perceived acts of bullying by selecting one of the following OPTIONS:

- Verbally report act of perceived bullying to principal or assistant principal.
- Verbally report act of perceived bullying to teacher, counselor, or other trusted authority figure.
- Report act of perceived bullying by submitting a written summary (Harassment Reporting Form) of incident to one of the following: principal, assistant principal, teacher, counselor, or other trusted adult.
- Report act of perceived bullying by submitting an electronic summary of incident to the designated counselor(s) on website.

Teachers, counselors, or trusted authority figures should immediately report perceived acts of bullying to the building principal and/or assistant principal.

Bullying complaints about the building principal(s) should be reported to the district administrator.

Every student will be informed about the necessary procedures to report bullying per semester through classroom instruction.

Every report of perceived bullying will be documented in written form, including all pertinent details by the recipient of the report. Written reports will be submitted to the building principal and/or assistant principal. Principal(s) will keep a written record of all bullying reports for a period of no less than three years.

Every report of perceived bullying will be assessed and investigated by teachers, counselors, and/or principal(s). Investigations may include, but not limited to, interviews of perceived victim, bully, and/or bystander. Investigations may include parent and/or guardian contact prior to the conclusion of the investigation. Investigations may include the involvement of law enforcement and/or human services. Every report will maintain the confidentiality of the report and any related student records to the extent required by law.

Disciplinary Procedure

Investigations of perceived bullying that result in confirmed acts of bullying by a student(s) as defined will result in prompt and appropriate disciplinary action. Principals will be involved in the confirmation of acts of bullying and will be involved in disciplinary action. Students found to be involved in acts of bullying may be reprimanded in the form of detention, suspension, or possible expulsion. Students found to be involved in acts of bullying may be required to attend educational instruction and/or comply with other forms of social justice programs. Students may also be referred to law enforcement for further investigation and/or disciplinary action.

Investigations of perceived bullying that result in confirmed acts of bullying by a staff member(s) as defined will result in prompt and appropriate disciplinary action. These actions may include, but are not limited to, discharge, exclusion for parents, guests, volunteers, and contractors, and removal from any official position and/or a request to resign from position. Individuals may also be referred to law enforcement for further investigation and/or disciplinary action.

The victim(s) shall be notified of the findings of the investigation and, as appropriate, that disciplinary action has been taken.

Retaliation against any person who reports an incident of bullying or is thought to have reported, filed a complaint, or otherwise participated in an investigation or inquiry concerning allegation of perceived bullying, is prohibited and will not be tolerated. Retaliation will be considered a serious form of bullying and violation of Board policy requiring the attention of law enforcement. Suspected retaliation should be immediately reported to a principal, assistant principal, teacher, counselor, or other trusted adult. Recipients of reports of perceived retaliation must inform building principal(s) who will investigate, document, and inform parent(s) and/or guardian(s).

Intentional false reports of perceived bullying and/or retaliation for the purpose of causing trouble for named individuals is prohibited and will not be tolerated. Perceived false reports must be reported to the principal and/or assistant principal for investigative purposes. Principals will determine the proper course of action.

Approved: November 8, 2010

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