

Dr. John Palan
Superintendent
Ph: 815-422-5022
Fax: 815-422-5023
jpalan@sags.k12.il.us

Mr. Mark Zych
Principal
Ph: 815-427-8141
Fax: 815-427-8609
zychm@sachs.k12.il.us

**St. Anne Community High School
District #302**

650 W. Guertin St.
P.O. Box 630
St. Anne, IL 60964-0630
<http://www.sachs.k12.il.us>



Mr. Rick Brown, Pres.
Mrs. Jacquelyn Sneed, V. Pres.
Mr. Bill Jennings, Sec.

Mr. Kurt Moranz
Mrs. Lisa Stalnecker
Mrs. Nikki Nicholson
Mr. Richard Lottinville

RECEIVED

AUG 31 2009

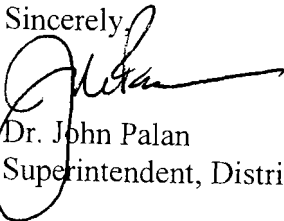
EDUCATOR AND
SCHOOL DEVELOPMENT

August 26th, 2009

To the attention of: Henri Fonville

Please note that bullying policy enclosed pertaining to St. Anne High School District #302. If you should have any questions, please do not hesitate to contact me.

Sincerely,



Dr. John Palan
Superintendent, District #256

MISSION: To engage the entire community in developing all students into effective communicators, independent thinkers, cooperative yet creative problem solvers who personify strong character, and meet high academic standards.

The St. Anne Community High School District #302 ensures equal employment/educational opportunities/affirmative action regardless of race, sex, color, national origin, religion, age or handicap.

RIGHTS AND RESPONSIBILITIES – PREVENTING BULLYING, INTIMIDATION, AND HARASSMENT

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.
 - b. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - c. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

(Was:745: 9/15/80)
Approved Sept. 15, 1980
Revised March 17, 2008

307

Kankakee

FONVILLE HENRI A

From: MURPHY PATRICK
Sent: Wednesday, June 17, 2009 9:26 AM
To: FONVILLE HENRI A
Subject: FW:
Attachments: bullying policy.docx; bullying policy.docx

RECEIVED

JUN 17 2009

BRADLEY-BOURBONNAIS COMMUNITY HIGH SCHOOL DISTRICT 307

Henri

Here is another one (although there is not much too this particular plan)

They sent it to me in the new WORD format, I resaved it and added it also under the old WORD format too.

Patrick Murphy
Division Administrator
Educator and School Development
Illinois State Board of Education
217.782.2948

From: Oliver, Deanna [mailto:DOliver@bbchs.org]
Sent: Wednesday, June 17, 2009 8:58 AM
To: MURPHY PATRICK
Cc: Hogan, Mike
Subject:

Attached is the bullying policy for Bradley-Bourbonnais Community High School District 307 for the 2009-2010 school year.

Please contact me if you have any questions or concerns.

Sincerely,
Deanna Oliver
Associate Principal

6/17/2009

JUN 17 2003

DANGEROUS ACTIONS, BULLYING, OR WEAPONS

The Board may expel a student for up to 2 calendar years as determined on a case-by-case basis. A student who is determined to have brought a weapon to school, any school-sponsored activity or event, or any activity or event which bears a reasonable relationship to school shall be expelled for a period of not less than one year. For purposes of this section, the term "weapon" means possession, use, control or transfer of any object which may cause bodily harm, including but not limited to a weapon as defined under applicable legal codes, knives, guns, firearms, rifles, shotguns, brass knuckles, billy clubs or "look-a-likes" thereof. Such items as baseball bats, pipes, bottles, locks, sticks, pencils and pens may be considered weapons if used or attempted to be used to cause bodily harm. A student who is subject to suspension or expulsion as provided in this section may be eligible for a transfer to an alternative school program in accordance to the School Code. Students involved in arson, extortion/intimidation, bullying, **cyber bullying**, acts of gross disrespect, verbal or physical assault and/or battery shall be considered for immediate suspension, possible assignment to the regional alternative education program and/or and may be referred to the Board of Education for Expulsion. The Board shall consider filing criminal charges in all matters where dangerous devices are used to injure, endanger or threaten any person on school premises, on school transportation, or at a school-sponsored activity.

Bradley - Bourbonnais
@ HSD 307

FONVILLE HENRI A

Kendall

From: Pauline Berggren [pberggren@newarkhs.k12.il.us]
Sent: Wednesday, June 17, 2009 7:35 AM
To: FONVILLE HENRI A
Subject: Bullying Policy

Attachments: NCHS Bulleying Policy.doc

RECEIVED

JUN 17 2009

NEWARK COMMUNITY HIGH SCHOOL DISTRICT #18



NCHS Bulleying
Policy.doc (52 ...

Mr. Fonville,

Attached is Newark Community High School's bullying policy. If you have any questions, please feel free to contact me.

Thank you,

Pauline Berggren, Superintendent
Newark Community High School District #18
413 Chicago Road
Newark, IL 60541
815-695-5164

JUN 17 2009

Students

Preventing Bullying, Intimidation, and Harassment 1

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies: **2**
 - a. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences, and (c) protecting students against retaliation for reporting such conduct.

LEGAL REF.: 405 ILS 49/1 et seq.

105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.

23 Ill.Admin.Code §1.280.

Adopted February 21, 2008

BULLYING

The Board of Education recognizes that no student should be subject to bullying, aggression, or violence. Accordingly, aggressive student behavior, including, but not limited to, student bullying in all forms, is prohibited on school grounds, on a school bus, at any school-sponsored activity or event, or at any activity or event which bears a reasonable relationship to school.

Aggressive behavior is defined as assertive words and/or actions intended to threaten, injure, harass, provoke or incite another person or as hostile words and/or actions towards the property of another. Bullying is defined as student behavior which hurts, frightens, threatens, or tyrannizes students who are either physically or psychologically smaller or weaker than the person engaging in bullying. Examples of bullying may include, but are not limited to:

- Physical Bullying: may include punching, shoving, poking, hair-pulling or other similar behaviors.
- Verbal Bullying: may include name calling, teasing, gossip, humiliation, intimidation, or other similar behaviors.

The administration is directed to provide the District schools and parents educational materials designed to assist in preventing bullying and to minimize the risk of being bullied. It is also directed to conduct periodic aggressive behavior and bullying prevention training for all school, including administrators, teachers, and guidance counselors, and similar age-appropriate training for students. Students who engage in acts of bullying may be subject to discipline in accordance with the Board's general student discipline policy. Such discipline may include but is not limited to, verbal or written reprimand, in-school suspension, change of placement and/or out of school suspension or expulsion.

Parental notification of discipline will be made in accordance with Disciplinary Procedures.

Students who are victims of bullying also may be referred to the building level student support team for assistance including counseling or other supportive services from school or community agencies. The student's parent/guardians shall be advised in writing of the referral to the Student Support team.

In addition, school personnel shall monitor and identify students who exhibit behaviors that indicate a tendency toward aggressive behavior, including bullying. school personnel who identify students who have demonstrated behaviors that put them at risk for aggressive behavior should refer the student to the student support

team. The student's parent/guardians shall be advised in writing of the referral to student support team and any action taken by the team concerning the student.

Upon receipt of the referral, the student support team shall monitor the student, review any non-school, community-based interventions available for the student and consider necessary school based interventions including, but not limited to, referral for an evaluation to determine special education eligibility. If the student is currently a student with a disability, the student's IEP or Section 504 team may, when appropriate, assume the functions of the team.

RECEIVED
JUN 17 2009
DISCIPLINARY
SCHOOL COUNSELOR

P.O. Box 686
503 Chicago Road
Newark, IL 60541
Phone: (815)695-51434
Fax: (815)695-5776

Newark Comm. Cons.
Grade School District #66

Fax

To: Henr. Fonville From: John DeMay
Fax: 217 557-8392 Pages: 2
Phone: _____ Date: _____
Re: _____ CC: _____

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

• Comments:

Here is the Bullying Policy from page
19 our own Parent Student Handbook as
Requested by the RoE.

John DeMay

Kendall

FONVILLE HENRI A

From: Kathy Benoit [kbenoit@plano88.org]
Sent: Monday, July 06, 2009 4:03 PM
To: pnordstrom@grundy.k12.il.us; FONVILLE HENRI A; Laurel A. Walker
Subject: Bullying Policy
Attachments: Policy 7.180.doc

Attached is the bullying policy for Plano Community Unit School District No. 88.
Please call if there are any questions or if you require more information.

Thank you,
Kathy Benoit

Kathy Benoit
Administrative Assistant to the Superintendent
& Board of Education
Plano CUSD No. 88
800 S. Hale Street
Plano, IL 60545
Phone: 630/552-8978
FAX: 630/552-8548
E-Mail: kbenoit@plano88.org

7/6/2009

Students

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7.20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.
 - b. 7.190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - c. 7.310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 6.60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6.65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2.240 (Board Policy Development), 5.230 (Maintaining Student Discipline), 6.60 (Curriculum Content), 6.65 (Student Social and Emotional Development), 7.20 (Harassment of Students Prohibited), 7.190 (Student Discipline), 7.220 (Bus Conduct), 7.230 (Misconduct by Students with Disabilities), 7.240 (Conduct Code for Participants in Extracurricular Activities), 7.310 (Restrictions on Publications and Written or Electronic Material)

Policy 7.180 Adopted 2/17/09

■

Kendall

**Lisbon Community Consolidated
Grade School District #90**

127 S. Canal St.
Newark, IL 60541
Phone: 815-736-6324
Fax: 815-736-6326



Facsimile Transmittal Sheet

To: Henri Fonville From: Mike Ruston
Company: ISBE Date: 6/19/2009
Fax Number: 217-557-8392 Total No. of Pages Including Cover: 2
Phone Number: _____ Sender's Reference Number: _____
Re: _____ Your Reference Number: _____

☐ URGENT ☐ FOR REVIEW ☐ PLEASE COMMENT ☐ PLEASE REPLY ☐ PLEASE RECYCLE

Notes/Comments:

Henri

Our policy as per your request

Mike Ruston

RECEIVED

JUN 19 2003

Bullying

The Board of Education recognizes that no student should be subject to bullying, aggression, or violence. Accordingly, aggressive student behavior, including, but not limited to student bullying in all forms, is prohibited on school grounds, on a school bus, at any school-sponsored activity or event, or at any activity or event which bears a reasonable relationship to school.

Aggressive behavior is defined as assertive words and/or actions intended to threaten, injure, harass, provoke or incite another person or as hostile words and/or actions towards the property of another. Bullying is defined as student behavior which hurts, frightens, threatens, or tyrannizes students who are either physically or psychologically smaller or weaker than the person engaging in bullying. Examples of bullying may include, but are not limited to:

- Physical Bullying: may include punching, shoving, poking, hair-pulling or other similar behaviors.
- Verbal Bullying: may include name calling, teasing, gossip, humiliation, intimidation, or other similar behavior.

Students who engage in acts of bullying may be subject to discipline in accordance with the Board's general student discipline policy. Such discipline may include but is not limited to, verbal or written reprimand, in-school suspension, change of placement and/or out of school suspension or expulsion. Parental notification of discipline will be made in accordance with Disciplinary Procedures.

Students who are victims of bullying also may be referred to the school's social worker for assistance including counseling or other supportive services from school or community agencies. The student's parent/guardians shall be advised verbally or in writing of the referral to the social worker.

In addition, school personnel shall monitor and identify students who exhibit behaviors that indicate a tendency toward aggressive behavior, including bullying. School personnel who identify students who have demonstrated behaviors that put them at risk for aggressive behavior should refer the students to the social worker and building administrator.

The building administration and/or social worker shall monitor the student, review any non-school, community-based interventions available for the student and consider necessary school based interventions including, but not limited to, referral for an evaluation to determine special education eligibility. If the student is currently a student with a disability, the student's IEP or Section 504 team may, when appropriate, assume the functions of the social worker and/or administrator.

Kendall

FONVILLE HENRI A

From: MAry Lou McKenzie [mmckenzie@yorkville.k12.il.us]
Sent: Tuesday, August 25, 2009 11:44 AM
To: FONVILLE HENRI A
Subject: Approved Bullying Policy
Attachments: 7.20.doc

RECEIVED

AUG 25 2009

EDUCATOR AND
SCHOOL DEVELOPMENT

Good Morning:

I have attached Yorkville C.U.S.D. #115's policy on "bullying". I previously sent you the "draft" of changes; this is the policy as adopted by the Board at last night's meeting.

Mary Lou McKenzie

8/25/2009

BOARD OF EDUCATION
YORKVILLE PUBLIC SCHOOLS
COMMUNITY UNIT SCHOOL DISTRICT NO. 115
Yorkville, Illinois
60560

RECEIVED

AUG 25 2009

EDUCATOR AND
SCHOOL DEVELOPMENT

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully another student based upon a student's race, color, national origin, sex, status as homeless, sexual orientation, ancestry, age, religion, creed, physical or mental disability status as homeless, or other actual or potential marital or parental status, including pregnancy. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing, or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment, intimidation or bullying are handled according to the provisions on sexual harassment, below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, intimidation or bullying by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a District employee, District agent, or student engages in sexual harassment whenever he/she makes unwelcome sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. has the purpose or effect of:
 - a. substantially interfering with a student's educational environment;
 - b. creating an intimidating, hostile, or offensive educational environment;
 - c. depriving a student of educational aid, benefits, services, or treatment; or
 - d. making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating", "hostile", and "offensive" include conduct which has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment, or have witnessed sexual harassment, are encouraged to discuss the matter with the Nondiscrimination Coordinator, Grievance Complaint Manager, Building Principal, Assistant Principal, or Dean of Students.

Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male:

Nondiscrimination Coordinator:

Name Dr. Frank Bogner
Address 602 A. Center Parkway
Telephone No. 553-4382

Name Mrs. Sylvia Torto
Address 3142 Grande Trail
Telephone No. 553-5513

Complaint Managers:

Name Principal, Yorkville High School
Address 797 Game Farm Road
Telephone 553-4380

Name Ass't. Principal, Yorkville Middle School
Address 702 Game Farm Road
Telephone 553-4385

Name Principal, Circle Center Grade School
Address 901 Mill Street
Telephone 553-4388

Name Principal, Yorkville Grade School
Address 201 West Somonauk Street
Telephone 553-4390

Name Principal, Bristol Grade School
Address 23 Hunt Street, P.O. Box 177
Telephone 553-4383

Name Principal, Yorkville Intermediate School
Address 103 Schoolhouse Road
Telephone 553-4594

Name Principal, Grande Reserve Elementary School
Address 312 Grande Trail
Telephone 553-5513

Name Principal, Bristol Bay Elementary School
Address 427 Bristol Bay Drive
Telephone 553-5121

The Superintendent shall also use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any student of the District who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and including discharge, with regard to students, or suspension and expulsion, with regard to students.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. § 1681 et seq.
34 C.F.R. Part 106.
105 ILCS 5/10-22.5 and 5/27-1, 5/27-23.7.
775 ILCS 5/1-101 et seq.
23 Ill. Admin. Code § 120 and Part 200.
Davis v. Monroe County Board of Education, 119.Ct. 1661 (1999)
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992)
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998)
West v. Derby Unified School District No. 260, 206F.3d 1358 (10th Cir., 2000)

CROSS REF.: 2.260 (uniform grievance procedure), 7.10 (Equal Educational Opportunities); 7.190 (Student Discipline)

POLICY ADOPTED: SEPTEMBER 12, 1994
POLICY REVISED: FEBRUARY 24, 1997
POLICY REVISED: August 24, 1998
POLICY REVISED: February 24, 1999
POLICY REVISED: December 11, 2000
POLICY REVISED: August 24, 2009

Kendall

FONVILLE HENRI A

From: Marti Neahring [mneahring@oswego308.org]
Sent: Wednesday, June 17, 2009 11:12 AM
To: FONVILLE HENRI A
Cc: Paul Nordstrom
Subject: Oswego 308 Bullying Policy
Attachments: Oswego 308 Bullying Document.doc

RECEIVED
JUN 17 2009
EDUCATION/ED
SCHOOL DEVELOPMENT

Mr. Fonville,

Attached to this e-mail is a copy of the discipline code from our Student's Rights and Responsibilities Code for the Oswego Community School District 308. This document is issued to each student's parent prior to the beginning of each school year. Parents are required to sign off on the receipt of this document. Our bullying and intimidation portions are highlighted in yellow. Please do not hesitate to contact me if you need additional information.

Thank you,

--

Marti Neahring
Director of Student Services
Oswego School District 308
mneahring@oswego308.org
630-636-6378

6/17/2009

RECEIVED

JUN 17 2003

BOARD OF
EDUCATION

B. Gross Misconduct/Disobedience Codes

Gross misconduct or disobedience includes, but is not limited to the following: types of conduct and such other conduct as may be designated from time to time by policy of the Board of Education. All acts of gross misconduct or disobedience that may be considered criminal behavior will be referred to the proper legal authorities. At the administrator's discretion, students could be subject to one or all of the following consequences: Saturday school detention, in-school intervention, suspension, and/or expulsion from school for gross disobedience or gross misconduct.

Gross misconduct/disobedience includes, but is not limited to, the following:

1. Conduct that materially and substantially threatens to or actually disrupts the educational process or interferes with the rights of others.
2. Harassment includes, but is not limited to, that which regards a person's disability, gender, sexual orientation, religion, racial background or ethnic background. All students, employees and other members of the school community are expected to avoid any behavior or conduct toward any person that could be interpreted as harassment.

Sexual harassment is defined as any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when such conduct has the purpose or effect of substantially interfering with an individual's educational performance or creating an intimidating, hostile or offensive educational environment. Sexual harassment could include but is not limited to: (a) crude or suggestive remarks or jokes directed at an individual based on that individual's gender, (b) sexual proposition advances, (c) solicitation of sexual activity by promise of reward, (d) coercion of sex by threat of punishment, (e) sexual crimes and misdemeanors, (f) sexual intimidation which includes any behavior, verbal or nonverbal, that has the effect of subjecting members of either sex to humiliation or embarrassment because of gender and (g) viewing or possession of pornographic material.

Students who feel they are victims of sexual harassment are encouraged to notify a school district administrator. Any student who feels that harassment has occurred should notify the dean, counselor, administrator, teacher or school employee and it will be handled in a confidential manner. Students who engage in harassment on campus, or off campus at school sponsored activities, will be subject to disciplinary actions. Violators will be subject to one or more of the following options: verbal warning, parent/guardian conference, peer mediation, suspension, expulsion and/or referral to civil authorities.

3. Verbal or written abuse of school personnel or other students, or use of profane words or gestures that substantially threatens or actually disrupts the educational process. Profanity is not an acceptable manner of expressing oneself. Use of profanity will result in disciplinary action.
4. Insubordination, disrespect, or defiance directed toward a staff member is defined as refusal to comply with reasonable, established school rules and regulations or refusal to obey reasonable directions or instruction of school personnel. Students are expected to respect the authority of all adult personnel: teachers, substitute teachers, assistants, paraprofessionals, secretaries, bus drivers, custodians or cafeteria staff, and to be cooperative with their requests. Students who fail to identify themselves to teachers and staff will be subject to disciplinary action.

Students are expected to show good judgment and restraint when on campus. Students engaged in public displays of affection will be referred to the dean (high school) or main office (junior high and elementary school), where appropriate action will take place. Parents/guardians will be notified of repeated violations.

5. Sharing or improper use of lockers including Physical Education lockers.
6. Repeated incidents of misbehavior, including repeated refusal to comply with school rules.
7. Any acts that directly or indirectly jeopardize the health, safety and welfare of school personnel, other students, or self.
8. Truancy, i.e., absence from school or classes without valid cause during a school day or portion thereof; provided, however, no student shall be subject to punitive action for chronic and habitual truancy, as that term is defined in The School Code, unless available supportive services and other school resources have been provided to the student.
9. Dishonesty, cheating and plagiarism that may include, but are not limited to, forgery of passes, misrepresenting the truth, misappropriation of found items, falsifying school documents, accessing restricted files/information, academic dishonesty, violation of District 308 Computer Network System Use Policy (See VI, E) or any other action intended to obtain credit for work not one's own. Secondary consequences may include grade/credit reduction and a referral to administration.

10. Actual infliction of bodily harm or physical violation (including fighting, endangering the well-being of others or dangerous actions) on school grounds, at school-sponsored events or at any event reasonably related to school is prohibited. The term "infliction of bodily harm" shall include fighting. Fighting in school will not be tolerated. When such an event happens, a thorough investigation of the activity will be conducted by the administration. Discipline is often issued to all participants. All students are cautioned to conduct themselves in their relations with fellow students so that such relationships do not result in a fight. If approached by another student who threatens and wants to fight, students should simply tell the nearest teacher or go directly to the administration. Fighting will result in suspension or expulsion from school.

Encouraging fighting or infringing upon a staff member's ability to break up a fight is also considered gross misconduct. Included in this offense is conduct that endangers the physical or psychological well-being of school personnel and students by conduct, action or dress.

To ensure a safe and orderly environment, students will allow for obstruction-free passage through the hallway at all times.

11. Intentionally destroying or misusing school property, vandalism, graffiti, theft or attempting to or actually breaking into school property or unauthorized entry into any school building is prohibited.
12. Setting off a fire alarm, emergency warning system, bomb threat, attempting to/setting off, an explosive device **or starting/attempting to start** a fire is prohibited. Included in this offense is conduct such as improper release of a school fire alarm, tampering with fire extinguishers or any fire safety equipment, a bomb threat or calling emergency numbers such as 911. It also includes setting off, or any attempt to set off, or possession of, explosive devices on school property.
13. Possession or use of weapons, explosives, firecrackers, firearms, ammunition, stun guns or other dangerous weapons or instruments, as well as look-alike weapons or instruments, shall be prohibited on school buses, in school buildings, at school-sponsored functions or on school grounds at all times.

Weapons may include any object that may be used to cause bodily harm including, but not limited to the use of weapons as defined in Section 24-1 of the Criminal Code: knives, razors, guns, firearms, rifles, shotguns, explosives, brass knuckles, billy clubs, or look-alikes thereof. Items such as baseball bats, chains, pipes, bottles, locks, sticks, pencils and pens may be considered weapons if used or attempted to be used to cause bodily harm.

Students who possess, use, control or transfer a gun; knife, razor, stun gun, explosive, firearm, rifle, shotgun, ammunition or look-alike of any of these weapons may be recommended to the Board of Education for possible expulsion. The student's expulsion shall be for a period of time not to exceed two (2) **calendar** years, but the expulsion period may be modified by the administration or the Board of Education. The police will also be notified.

14. Possession, use, or display of dice, cards or other items used for the purpose of gambling is prohibited.
15. Intimidation, or intent to intimidate, and threats are prohibited. Students committing or involved with this type of violation are subject to immediate suspension and/or expulsion. This type of misconduct is considered flagrant and carries the most severe consequences. This violation will be reported to law enforcement authorities and/or other law enforcement agencies as appropriate.

Actions considered threatening to the physical well-being of Board members, school district employees, students, volunteers or other persons including physical assaults to Board members, school district employees, students, volunteers or other persons will result in discipline.

****Continued below****

16. Participation in an unauthorized group, gang or cult activity is prohibited (see V, C).
17. Possession or use of tobacco products, **matches, lighters, or lighting materials** is prohibited (see V, D, 1).
18. Possession, use, control or transfer of illicit drugs, drug paraphernalia or alcohol, or look-alikes thereof, or the improper use of prescription drugs or over the counter drugs or substances is prohibited (see V, D 2).
19. Sale or distribution of illicit drugs, **or prescription drugs** or look-alikes thereof is prohibited (see V, D, 2).
20. Abuses and/or violations of the District 308 Internet Use Agreement may result in termination of the student's account and access to the Internet. In addition, extreme cases of misuse (such as pornography or criminal activity) may result in suspension, a recommendation for expulsion, and/or referral to law enforcement officials.
21. Bullying and hazing are prohibited on school property, on the way to and from school and at school-sponsored activities and events. Bullying may

include, but is not limited to, bribing or extorting, aggressive or negative gestures, or written, verbal or physical acts that place another student in reasonable fear of harm to person or property, or that has the effect of insulting or demeaning any student in such a way as to disrupt or interfere with the school's educational mission or the education of any student. Bullying most often will occur when a student asserts physical or psychological power over, or is cruel to, another student. Such behavior may include but is not limited to the following: pushing, hitting, threatening, name-calling, or other physical or verbal conduct of a belittling or browbeating nature. **Cyber bullying, or the use of technology (i.e. instant messages, text messages, Face Book, My Space, Twitter, webpages etc.) to bully a student is prohibited.** The administration is specifically empowered on a case-by-case basis to assess and act accordingly. At the elementary level, bullying will result in contacting the student's parent/guardian and appropriate disciplinary action will be taken.

Hazing includes any activity that physically or mentally injures any student through harassment, intimidation, or wrongful act. Disciplinary action will be taken in instances of violation of this policy.

****Continued below****

22. Sale or distribution of personal property is prohibited. This includes, but is not limited to, candy, food items, games or trinkets.

Junior High & High School Discipline Reference Guide

Failure to serve after school detentions: Saturday school

Failure to serve Saturday school/extended day

1st offense in-school intervention

2nd offense out-of-school suspension for 1 day

3rd offense out-of-school suspension for 3 days

C. Gangs

Gang activity is any behavior that displays evidence of membership in, or affiliation with, any gang including the wearing of symbols – including gang symbols drawn on folders, notebooks, papers, etc., emblems, tattoos, jewelry or other adornments associated with a gang or clothing characteristics associated with a gang or engaging in gestures, handshakes, graffiti or various other gang identifiers. Gang activity includes any effort to recruit for, or further the interests of, a gang or to intimidate any other student on behalf of a gang. Students who engage in gang activity are subject to possible suspension and/or possible recommendation for expulsion and referral to the local police authorities.

1st Offense

A parent/guardian conference and five (5) day out-of-school suspension will result. A final warning notice may be issued if deemed necessary by administration. The severity of the situation may determine what action will be taken.

2nd Offense

A parent/guardian conference and ten (10) day out-of-school suspension or possible recommendation for expulsion will result.

Option for junior high and elementary students only - The student and his/her parent/guardian will participate in a counseling program approved by the school district. Any cost incurred by participation in this program shall be assumed by the parent/guardian. Students failing to participate in and/or complete the program(s) will be suspended for the full ten (10) day out-of-school suspension.

D. Drug/Alcohol and Smoking Violations

The following violations will be subject to specific consequences. The administration is specifically empowered, on a case-by-case basis, to deviate from the disciplinary guidelines set forth below; when in its sole discretion it determines it is necessary for the proper and efficient operation of the school.

1. Possession and/or use of tobacco products are prohibited.

Consequences

Elementary School Violations

Consequences can include but are not limited to: parent/guardian contact; law enforcement authority contact and an out-of-school suspension.

Junior High School Violations

- | | |
|-------------------------|---|
| 1 st offense | out-of-school suspension for 1 day |
| 2 nd offense | out-of-school suspension for 5 days (option to reduce to 2 days; see below) |
| 3 rd offense | out-of-school suspension for 5 to 10 days |

Option: The parent/guardian of a student being suspended for a second offense relating to smoking and/or use of chewing tobacco products will be given the following option which, if accepted, will reduce the length of the out-of-school suspension from five (5) to two (2) days. The option requires the student and his/her parent/guardian to participate in a school-district approved counseling program. Any cost incurred by participation in this program shall be assumed by the parent/guardian. Students failing to participate in and/or complete the program(s) will be suspended for the full five (5) day out-of-school suspension.

High School Violations

- 1st offense out-of-school suspension for 3 days
- 2nd offense out-of-school suspension for 5 days (option to reduce to 2 days; see below)
- 3rd offense out-of-school suspension for 5 to 10 days

Option: The parent/guardian of a student being suspended for a second offense relating to smoking and/or use of chewing tobacco products will be given the following option which, if accepted, will reduce the length of the out-of-school suspension from five (5) to two (2) days. The option requires the student and his/her parent/guardian to participate in a school-district approved counseling program. Any cost incurred by participation in this program shall be assumed by the parent/legal guardian. Students failing to participate in and/or complete the program(s) will be suspended for the full five (5) day out-of-school suspension.

2. The possession, control, purchase, sale, transfer, distribution or use of illicit drugs and the unlawful possession and use of alcohol by students is prohibited.

It is the policy of the Board of Education to clearly prohibit the unlawful possession, use, control, transfer, sale or distribution of illicit drugs, improper use of prescription drugs, improper use of over-the-counter substances, drug paraphernalia, look-alike drugs or alcohol by students on school premises or as a part of school activities or at any activity reasonably related to school. "Mood-altering chemicals" includes, without limitation, alcohol, marijuana, inhalants, ecstasy or other club drugs, depressants, stimulants, hallucinogens, narcotics, over-the-counter medications (including any over-the-counter pain medications containing aspirin, acetaminophen, ibuprofen, or other pain relievers, any cough or cold medications, etc), substances such as white-out, glue, toxic markers and caffeine pills. This list is intended for example only and not as an exclusive list. Students who violate these standards of conduct are subject to the disciplinary sanctions set forth in the rules below that may include suspension, expulsion, and completion of an appropriate rehabilitation program. Violators of the rules below shall be referred to law enforcement authorities for prosecution. Compliance with the school district's standards of conduct in regard to the sale, use, possession, transfer, control and distribution of illicit drugs and alcohol is mandatory. This Student Behavior Code is intended to comply with the Federal Drug Free School and Community Act Amendments of 1989.

Prohibited conduct includes:

- a. Sale, use possession, or being under the influence of any alcoholic beverage or any beverages mixed or "spiked" with any alcoholic beverage is prohibited. For purposes of this section, the term "alcoholic beverage" shall mean any beverage with any alcoholic content. Such substances as may be prescribed by a physician for medicinal use must be kept with the school nurse. Use may be confirmed by admission, unsteady motor control, incoherent speech, breath odors or other obvious evidence of alcohol consumption at school, at school activities, on school grounds or at any activity reasonably related to school.
- b. Possession, use or being under the influence, or any attempt to possess, distribute or use any illegal controlled substance or any look-alike substance, as defined by 720 ILCS 570/102(y) of the Illinois Controlled Substance Act, or the misuse or abuse of any prescription or over-the-counter medication is prohibited.
- c. Use, possession or any attempt to possess/distribute or use any drug paraphernalia is prohibited on school property. Drug paraphernalia or instruments such as pipes, roach clips, syringes, pacifiers, hypodermic needles, cocaine spoons or kits, nitrous oxide paraphernalia, rolling papers, water pipes, razors, pipe screens, scales, glow sticks and any other items normally or actually used for the packaging, conveyance, dispensation or use of mood altering chemicals will not be permitted on school property or in a vehicle located on school property and will be subject to confiscation. Possession of drug paraphernalia will be treated the same as the possession of a mood-altering substance. An addiction to an illegal substance is not an excuse for a violation.

The administration is specifically empowered, on a case-by-case basis, to deviate from the disciplinary guidelines set forth below when, in its sole discretion, it is necessary for the proper and efficient operation of the school.

Consequences

1st offense ten (10) day out-of-school suspension and student will be placed on final warning

Option: The parent/guardian of a student being suspended for a first offense relating to drugs and/or alcohol will be given the following option which, if accepted, will reduce the length of the out-of-school

suspension from ten (10) to five (5) days. The option requires the student and his/her parent/guardian to participate in a school-district approved counseling program. Any cost incurred by participation in this program shall be assumed by the parent/guardian. Students failing to participate in and/or complete the program(s) will be suspended for the full ten (10) day out-of-school suspension.

2nd offense ten (10) day out-of-school suspension and may be recommended to the Board of Education for possible expulsion

E. Off Campus Conduct Control

All disciplinary action normally available with regard to a student for violation of school rules or other clear misconduct on campus, shall be available for any activity away from campus whether or not school is in session when such an activity occurs (if such off-campus activity results in a police investigation and may be reasonably interpreted to threaten the ability of the district to maintain a safe, orderly and disciplined educational atmosphere). This policy is not limited to school sponsored and school related events.

When it is brought to the attention of the district that a student has engaged in such conduct off-campus, the administration of the school that the student attends may conduct such investigation as the principal feels is necessary and proper under the circumstances and may initiate disciplinary action, up to and including suspension or expulsion, in the same fashion as if the action had occurred on campus.

In conducting such an investigation, the principal or his/her representative(s) may cooperate with law enforcement authorities.

By way of illustration, but not by way of limitation, the following actions may be subject to disciplinary investigation and action under this section:

1. Any use or threat of use of a firearm against another person by a student.
2. Any off-campus fighting as an extension of an on-campus situation or relationship.
3. Any electronic transmissions, including but not limited to text messages, **My Space, Face Book, Twitter or similar electronic devices.**
4. Intimidation of, or threat of, violence against any student, teacher or other person by a student known to the school or local law enforcement agencies as a member of a criminal conspiracy or gang.

5. Any threat against an employee of the district purposely calculated to cause fear or in which the person issuing the threat could reasonably assume will result in fear.
6. Any illegal sale or distribution of controlled substances off campus to any person. The term "controlled substances" shall have the same meaning given to that term in the criminal law of this state.

Sangamon

Pawnee Community Unit School District #11

CREATING A COMMUNITY OF EMPOWERED LEARNERS IN AN
ATMOSPHERE OF MUTUAL RESPECT AND TRUST!

MR. LYLE RIGDON, SUPERINTENDENT

MRS. JUDY WILSON, HIGH SCHOOL/JUNIOR HIGH PRINCIPAL
MRS. LINDA CLINE, GRADE SCHOOL PRINCIPAL

RECEIVED

JUN 22 2009

EDUCATOR AND
SCHOOL DEVELOPMENT

TO: Mr. Pat Murphy
FROM: Lyle Rigdon, Superintendent
DATE: June 19, 2009

Pat:

Attached is a copy of Policy 7:20 on harassment that you had
requested. Please let me know if anything else is needed.

HIGH SCHOOL OFFICE
810 4TH STREET
PAWNEE, IL 62558
217 625-2471

FAX 217 625-2251

www.pawneeschools.com

GRADE SCHOOL OFFICE
810 4TH STREET
PAWNEE, IL 62558
217 625-2231

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass or intimidate another student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status. The District will not tolerate harassing or intimidating conduct, whether verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above. District employees and students shall not at school, on school property, or at school activities, wear or have in their possession any material, either printed or in their own handwriting, that is divisive or creates ill will or hatred based on race, religion, or sexual orientation. (Examples: clothing, articles, material, publications or any item that denotes Ku Klux Klan, Aryan Nation-White Supremacy, Black Power, Neo-nazi, or any other "hate" group. This list is not intended to be all-inclusive.)

Complaints of harassment or intimidation are handled according to the provisions on sexual harassment, below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, such as by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. has the purpose or effect of:
 - a. substantially interfering with a student's educational environment;
 - b. creating an intimidating, hostile, or offensive educational environment;
 - c. depriving a student of educational aid, benefits, services, or treatment; or
 - d. making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Name	Superintendent of Schools
Address	810 North Fourth Street
Telephone No.	217-625-8213

Complaint Managers:

Name	Grade School Principal	High School Principal
Address	810 North Fourth Street	810 North Fourth Street
Telephone No.		

The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. § 1681 et seq.
34 C.F.R. Part 106.
105 ILCS 5/10-22.5 and 5/27-1.
23 Ill. Admin. Code § 200.10 et seq.
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebster v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
Davis v. Monroe County Board of Education, ___ U.S. ___ (1999).
West v. Derby Unified School District No. 260, 10th Cir. App, 3/21/2000.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment), 7:10 (Equal Educational Opportunities)



Auburn Community Unit District No. 10

Sangamon



606 North Street

Auburn, Illinois 62615

Kathryn L. Garrett, Superintendent

Telephone 217-438-6164

Fax 217-438-6483

Amy Donaldson, AES Principal
Telephone 438-6916

Matt Grimm, MS Principal
Telephone 438-6919

Mark Dudley, JH / DES Principal
Telephone 628-3414

Darren Root, HS Principal
Telephone 438-6817

Dave Bates, Athletic Director
Telephone 438-6549

RECEIVED

JUL 2 2009

COMMUNICATIONS

July 2, 2009

Helen Tolan
Superintendent of Schools
Sangamon County ROE #51
Springfield, IL 62701

Dear Helen,

Enclosed is the Auburn CUSD #10 policy on bullying you requested.

Sincerely,

Kathryn L. Garrett

Kathy Garrett

Trojan Pride — Committed to Excellence

Students

Student Discipline

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, or selling:
 - a. Any illegal drug, controlled substance, or cannabis (including marijuana and hashish).
 - b. Any anabolic steroid not administered under a physician's care and supervision.
 - c. Any prescription drug when not prescribed for the student by a licensed physician or when used in a manner inconsistent with the prescription or prescribing physician's instructions.
 - d. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
 - e. "Look-alike" or counterfeit drugs, including a substance not containing an illegal drug or controlled substance, but one: (a) that a student believes to be, or represents to be, an illegal drug or controlled substance; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug or controlled substance.
 - f. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a weapon in violation of the "weapons" section of this policy.
5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a

student's individualized education program (IEP); or (c) it is needed in an emergency that threatens the safety of students, staff, or other individuals.

6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct. Prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
10. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
11. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
12. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
13. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
14. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, and hazing.
15. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term "possession" includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of early intervention and progressive discipline, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or physiological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

The grounds for disciplinary action, including those described more thoroughly later in this policy, apply whenever the student's conduct is reasonably related to school or school activities, including but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Disciplinary Measures

Disciplinary measures may include:

1. Disciplinary conference.
2. Withholding of privileges.
3. Seizure of contraband.
4. Suspension from school and all school activities for up to 10 days, provided that appropriate procedures are followed. A suspended student is prohibited from being on school grounds.
5. Suspension of bus riding privileges, provided that appropriate procedures are followed.
6. Expulsion from school and all school-sponsored activities and events for a definite time period not to exceed 2 calendar years, provided that the appropriate procedures are followed. An expelled student is prohibited from being on school grounds.
7. Notifying juvenile authorities or other law enforcement whenever the conduct involves illegal drugs (controlled substances), "look-alikes," alcohol, or weapons.
8. Notifying parents/guardians.
9. Temporary removal from the classroom.
10. In-school suspension for a period not to exceed 5 school days. The Building Principal or designee shall ensure that the student is properly supervised.
11. After-school study or Saturday study, provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
12. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure giving the student and/or parent/guardian the choice.

A student who is subject to suspension or expulsion may be eligible for transfer to an alternative school program.

Corporal punishment shall not be used. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily

harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who uses, possesses, controls, or transfers a weapon, or any other object that can reasonably be considered, or looks like, a weapon, shall be expelled for at least one calendar year, but no more than 2 calendar years. The Superintendent may modify the expulsion period and the Board may modify the Superintendent's determination, on a case-by-case basis. A "weapon" means possession, use, control, or transfer of: (1) any gun, rifle, shotgun, a weapon as defined by Section 921 of Title 18, United States Code, firearm as defined in Section 1.1 of the Firearm Owners Identification Act, or use of a weapon as defined in Section 24-1 of the Criminal Code; (2) any other object if used or attempted to be used to cause bodily harm, including but not limited to, knives, brass knuckles, billy clubs; or (3) "look-alikes" of any weapon as defined above. Any item, such as a baseball bat, pipe, bottle, lock, stick, pencil, and pen, is considered to be a weapon if used or attempted to be used to cause bodily harm. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, State Police, and any involved student's parent/guardian. "School grounds" includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of 10 school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: Gun-Free Schools Act, 20 U.S.C. §7151 et seq.
Pro-Children Act of 1994, 20 U.S.C. §6081.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.35, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/24-24, 5/26-12, and 5/31-3.
23 Ill.Admin.Code §1.280.

CROSS REF.: 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications and Written or Electronic Material), 8:30 (Visitors to and Conduct on School Property)

Adopted: December 17, 2007

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate or bully another student based upon a student's race, color, national origin, sex, sexual orientation, ancestry, age, religion, creed, physical or mental disability, status as homeless, or actual or potential marital or parental status, including pregnancy. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment, intimidation or bullying are handled according to the provisions on sexual harassment below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, intimidation or bullying by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Mike Ward

Name

2000 Championship Dr.

Pleasant Plains, IL 62677

Address

217-626-1044

Telephone

Complaint Managers:

Maureen Talbert

Name

315 W. Church

Pleasant Plains, IL 62677

Address

217-626-1041

Telephone

Jamie Yates

Name

2473 N. Farmingdale Road

Pleasant Plains, IL 62677

Address

217-626-1221

Telephone

The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. §1681 et seq.
34 C.F.R. Part 106.
105 ILCS 5/10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Complaint Procedure), 5:20 (Sexual Harassment), 7:10 (Equal Educational Opportunities); 7:190 (Student Discipline)

ADOPTED: January 19, 2009

STUDENTSViolence/Intimidation/Threats

The commission of any violent, intimidating or threatening act on or about District property or in connection with any District educational or extracurricular activity shall constitute a violation of Board Policy. Such acts shall include, but are not limited to:

- Making or causing offensive physical contact with another individual.
- Threatening physical harm to another individual.
- Making of threatening and/or harassing statements, telephone calls, e-mail communications, letters or any other form of communication to another individual.
- Harassing surveillance or stalking of another individual.
- Possessing or using a firearm or other weapon.
- Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal.

Incidents of the foregoing prohibited conduct shall be reported by students and staff to the appropriate building principal or the Superintendent as soon as possible. In circumstances of evident risk to students and/or staff, immediate steps shall be taken to minimize such risks and report any such incident to law enforcement authorities when warranted. The principal and/or Superintendent shall assure appropriate disciplinary and legal follow-up, and shall keep the Board informed of any violation of this Policy through periodic incident reports.

In addition to such law enforcement referral as appropriate to the circumstances, any parent, visitor or volunteer who shall violate this Policy may be restricted from entering upon District property for a specified period of time to be determined by the building principal, the Superintendent or the Board; any students who shall violate this Policy will be subject to the District's Disciplinary Code; any District staff who shall violate this Policy will be subject to disciplinary action (up to and including dismissal from employment) under applicable Board Policy, the terms of any applicable employment or collective bargaining agreement, and the terms of *The School Code of Illinois*.

CROSS REF.: 5:21 (Violence/Intimidation/Threats)

FONVILLE HENRI A

From: MURPHY PATRICK
Sent: Thursday, June 18, 2009 2:44 PM
To: FONVILLE HENRI A
Subject: FW: Bullying policy
Attachments: image003.png; ATT00001.c; 7-192.doc

RECEIVED
JUN 18 2009
EDUCATOR AND
SCHOOL DEVELOPMENT

Another policy for chatham schools

Patrick Murphy
Division Administrator
Educator and School Development
Illinois State Board of Education
217.782.2948

From: Tolan, Helen [mailto:htolan@roe51.k12.il.us]
Sent: Thursday, June 18, 2009 2:31 PM
To: MURPHY PATRICK
Subject: FW: Bullying policy

From: Jo Hohimer [mailto:jhohimer@chathamschools.org]
Sent: Wednesday, June 17, 2009 11:43 AM
To: Tolan, Helen
Cc: Carrie VanAlstine
Subject: Bullying policy

Good Morning!

Attached is our policy on bullying and also the link to the on-line policy. Can you be so kind as to send this along to the ISBE or provide me an email address and I can send it along? Thank you!

[Faint, illegible text, possibly a signature or stamp]

Jo Hohimer
Administrative Assistant
Ball-Chatham School District #5
217-483-2416

[Handwritten mark or signature]

6/18/2009

RECEIVED

Sangamon

ROCHESTER COMMUNITY UNIT SCHOOL DISTRICT 3A

AUG 24 2009

7.21

Students

EDUCATOR AND
SCHOOL DEVELOPMENT

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
 - c. *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law, Board policy, and *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and their parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

Added December 2007

Students

FEL 3 11

Preventing Bullying, Intimidation, and HarassmentEDUCATION AND
SCHOOL DEVELOPMENT

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.
 - b. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - c. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.


2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes character education in all grades in accordance with State law and Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

ADOPTED: December 11, 2008



H. DAVID BRUNE
Supt, TRI-CITY CUSD 1

Saline

Eldorado Community Unit School District # 4
2200A Illinois Avenue
Eldorado, IL 62930

618.273.6394

RECEIVED

MAY 17 2010

ELDERADO
SCHOOL DEVELOPMENT

May 17, 2010

Henri Fonville
Illinois State Board of Education
100 N. 1st Street
Springfield, IL 62777

Dear Sir:

I am enclosing our updated District bullying policies as required by Public Act 095-0349.
The two (2) enclosed policies are:

7:180 Preventing Bullying Intimidation, and Harassment

710.021 Harassment of Students Prohibited

These two policies were reviewed and updated by the Board of Education. The first reading was April 2010 and the adoption was May 2010.

If you need additional information, please contact me at 618-273-6394, 618-926-2709 or rcox@eldorado.k12.il.us.

Sincerely,



Rickey Cox
Administrative Assistant

Students

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 710.021, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's race, color, nationality, sex, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, or other protected group status.
 - b. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - c. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written, printed, or electronic material, including photographs and Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, harassing behavior, or similar conduct, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 620.04, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/, Children's Mental Health Act.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §§1.240 and §1.280.

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate or bully another student based upon a student's race, color, nationality, sex, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, or other protected group status. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment, intimidation or bullying are handled according to the provisions on sexual harassment below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, intimidation or bullying by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Gary F. Siebert

Name

2200A Illinois Avenue

Address

Eldorado, IL 62930

618-273-6394

Telephone

Complaint Managers:

Rickey Cox

Name

2200A Illinois Avenue

Address

Eldorado, IL 62930

618-273-6394

Telephone

Beth Tierney

Name

2200 Illinois Avenue

Address

Eldorado, IL 62930

618-273-2881

Telephone

The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

Saline

FONVILLE HENRI A

From: Valarie Hodges [vlhodges@hbg.saline.k12.il.us]
Sent: Tuesday, July 21, 2009 1:18 PM
To: FONVILLE HENRI A
Subject: Bullying Policy

I have been asked to submit the Bulling Policy to you on behalf of Harrisburg CUSD #3 School District.

The handbook reads:

Much research is being conducted regarding aggressive students who frighten, intimate, and generally make life miserable for other students. This is typically done with demeaning or threatening behaviors which include harassing, physical or verbal acts, gestures, and making fun of others in various ways including rumors, notes, and Internet abuse. Such behavior is called bullying. Harrisburg District is committed to make the daily life of students safe and free from an environment which negatively affects the learning and self esteem of others. When students are exhibiting behaviors that could be construed as bullying, even though there may be no physical threat attached to the behaviors, serious disciplinary consequences could result. Parents are URGED to contact the building principal if their child might be the victim of bullying. Names and dates greatly help the investigation process. If your child tells you about classmates being bullied, the administration would appreciate being alerted. May students subject to this behavior never report it.

Please respond to this email if you need further information.

Valarie Hodges
Secretary
Harrisburg CUSD #3
618-253-7637 ext. 1000

7/21/2009

Saline

Galatia Community Unit School District #1

7.180

STUDENTSPreventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits student from (i) accessing and/or distributing at school any written or electronic material, including material from the Internet that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
 - c. 710.021, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 620.04, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.

4. Fully informs staff members of the District's goal to prevent student from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certified employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill. Admin. Code §1.280.

CROSS REF.: 290:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 620.04 (Curriculum Content), 6:65 (Student Social and Emotional Development), 710.021 (Harassment of Students Prohibited), 7:190 (Student Discipline), 710.08 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

Students

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. These disruptive behaviors may be displayed through many forms including in person, writing, telephone, texting, and technology (cyber bullying). Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies including the High School Student Handbook, the Elementary School Student Handbook and the District Code of Conduct.

Full implementation includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians.
9. Engages in ongoing monitoring of the nature and extent of bullying in the District's schools to assess the effectiveness of the various strategies, programs, and procedures; and recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

FONVILLE HENRI A

From: Richard Morgan [rmorgan@cmsf.saline.k12.il.us]
Sent: Tuesday, July 07, 2009 1:34 PM
To: FONVILLE HENRI A
Subject: Carrier Mills-Stonefort Bullying Policy
Attachments: 7180 CM bullying.doc

Mr. Fonville

Please find attached the Carrier Mills-Stonefort Unit #2 Bullying policy. Please contact me if there is a problem downloading or more information is required.

Richard Morgan
Superintendent/High School Principal
Carrier Mills-Stonefort Unit #2
rmorgan@cmsf.saline.k12.il.us
wk (618)994-2392
cell (618)841-6221
fax (618) 994-2929

7/7/2009

Rock Island

RECEIVED 7:180

Students

JUL 31 2009

Preventing Bullying, Intimidation, and Harassment

EDUCATOR AND
SCHOOL DEVELOPMENT

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Director or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.

8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:230 (Misconduct by Students with Disabilities)

ADOPTED: March 18, 2008

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass or intimidate another student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status. The District will not tolerate harassing or intimidating conduct, whether verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment or intimidation are handled according to the provisions on sexual harassment below. The Director shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, such as by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, for appropriate action.

The Director shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Name _____

Address _____

Telephone No. _____

Complaint Managers:

Name _____

Address _____

Telephone No. _____

The Director shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. §1681 et seq.
34 C.F.R. Part 106.
105 ILCS 5/10-22.5 and 5/27-1.
23 Ill.Admin.Code §200.10 et seq.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent Special Education District, 118 S.Ct. 1989 (1998).
West v. Derby Unified Special Education District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment), 7:10 (Equal Educational Opportunities)

ADOPTED: January 16, 2007

Students

Student Discipline

Prohibited Student Conduct

The administration is authorized to discipline students for gross disobedience or misconduct, including, but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, or selling:
 - a. Any illegal drug, controlled substance, or cannabis (including marijuana and hashish).
 - b. Any anabolic steroid not administered under a physician's care and supervision.
 - c. Any prescription drug when not prescribed for the student by a licensed physician or when used in a manner inconsistent with the prescription or prescribing physician's instructions.
 - d. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
 - e. "Look-alike" or counterfeit drugs, including a substance not containing an illegal drug or controlled substance, about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug or controlled substance.
 - f. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a weapon in violation of the "weapons" section of this policy.
5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept off and out of sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's IEP; or (c) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction. Laser pointers cannot be carried on the school bus.

7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct. Prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, hazing, or other comparable conduct.
10. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
11. Being absent without a recognized excuse; State law and Board policy on truancy control will be used with chronic and habitual truants.
12. Being involved with any public school fraternity, sorority, or secret society, by:
 - Being a member;
 - Promising to join;
 - Pledging to become a member; or
 - Soliciting any other person to join, promise to join, or be pledged to become a member.
13. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
14. Violating any criminal law, such as assault and battery, arson, theft, gambling, and hazing.
15. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term "possession" includes having control, custody, or care, currently or in the past, of an object or substance, including situations where the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of early intervention and progressive discipline, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or physiological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

The grounds for disciplinary action, including those described more thoroughly later in this policy, apply whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any other time ;

2. Off school grounds at a school-sponsored activity or event, or any activity or event which bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Disciplinary Measures

Disciplinary measures may include but are not limited to some or all of the following items. It should be noted that discipline procedures for special education students are also guided by the student's IEP and are subject to all related legal protections.

1. Disciplinary conference.
2. Withholding of privileges.
3. Seizure of contraband, other banned items or items that are misused on school grounds or during the school day.
4. Suspension from school and all school activities for up to 10 days, provided that appropriate procedures are followed. A suspended student is prohibited from being on school grounds during the period of the suspension.
5. Suspension of bus riding privileges, provided that appropriate procedures are followed.
6. Expulsion from school per home district policy and procedure and home district Board action for a defined time. An expelled student is prohibited from being on school grounds of his/her home school as well as the school grounds of the attendance center supervised by the cooperative.
7. Notifying juvenile authorities or other law enforcement whenever the conduct involves illegal drugs (controlled substances), "look-alikes," alcohol, weapons, or any illegal activity.
8. Notification of parents/guardians and authorized community agencies who have the legal right to student records (DCFS caseworkers, county probation officers, etc.).
9. Temporary removal from the classroom.
10. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
11. After-school study or Saturday study, provided the student's parent(s)/guardian(s) have been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by a certified teacher or the Building Principal or designee.
12. Community service with local public and nonprofit agencies that enhance community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure giving the student and/or parent(s)/guardian(s) the choice to participate in the activity.

A student who is subject to suspension or expulsion may be eligible for a transfer to an alternative school program at the discretion of the home district.

Corporal punishment shall not be used. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who uses, possesses, controls, or transfers a weapon, or any other object that can reasonably be considered, or looks like, a weapon, shall be expelled for at least one calendar year, but no more than 2 calendar years. The Director may modify the expulsion period and the Board may modify the Director's determination, on a case-by-case basis. A "weapon" means possession, use, control, or transfer of: (1) any gun, rifle, shotgun, a weapon as defined by Section 921 of Title 18, United States Code, firearm as defined in Section 1.1 of the Firearm Owners Identification Act, or use of a weapon as defined in Section 24-1 of the Criminal Code; (2) any other object if used or attempted to be used to cause bodily harm, including but not limited to, knives, brass knuckles, billy clubs; or (3) "look-alikes" of any weapon as defined above. Any item, such as a baseball bat, pipe, bottle, lock, stick, pencil, and pen, is considered to be a weapon if used or attempted to be used to cause bodily harm. The Director or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

Required Notices

A school staff member shall immediately notify the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, State Police, and any involved student's parent(s)/guardian(s). "School grounds" includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment or in-school suspension, which is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Director or designee and the Building Principal, are authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The home district may recommend the suspension of a student from riding the school bus, provided appropriate procedures are followed, in excess of 10 days in order to protect the safety of other students on the school bus.

LEGAL REF.: Gun-Free Schools Act, 20 U.S.C. §7151 et seq.
Pro-Children Act of 1994, 20 U.S.C. §6081.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/24-24, 5/26-12, 5/27-23.7, and 5/31-3.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline),
6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out
of School and Graduation Incentives Program), 7:70 (Attendance and Truancy),
7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150
(Agency and Police Interviews), 7:160 (Student Appearance), 7:170
(Vandalism), 7:180 (Preventing Bullying, Intimidation, and Harassment), 7:200
(Suspension Procedures), 7:270 (Administering Medicines to Students), 8:30
(Conduct on School Property)

ADOPTED: June 24, 2008

Rock Island

14110 134th Ave. West Taylor Ridge, Illinois 61284 309-793-8001

Rockridge CUSD #300

Fax

To: Henri Fonville

From: Jack Bambrick, Superintendent

Fax: 217-557-8392

Pages: 3

Phone:

Date: July 6, 2009

Re:

CC:

☐ Urgent

☒ For Review

☐ Please Comment

☐ Please Reply

☐ Please Recycle

• **Comments:**

Rockridge Community Unit School District 300

7:180

Students

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.

6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

LEGAL REF.: 405 ILS 49/1 et seq.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

ADOPTED: April 14, 2008

Students

Preventing Bullying, Intimidation, and Harassment ¹

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies: ²
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.
 - b. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct; prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - c. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members. ³

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades in accordance with State law and Board policy 6:60, *Curriculum Content*. ⁴ This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*. ⁵

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ All districts must have a policy on bullying (105 ILCS 5/27-23.7, as amended by P.A. 95-349). The policy must be filed with ISBE; it must be updated every 2 years and again filed with ISBE.

State law does not specify the content of the bullying policy. This sample policy's first paragraph and the numbered paragraphs allow a school board to consider its goals for eliminating and preventing bullying; a board should amend the sample policy accordingly.

State law requires that boards annually communicate their bullying policy to students and their parents/guardians (see item 8 in the policy). This may be accomplished, in part, by including excerpts from this policy, such as the following, in the student handbook:

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. These behaviors will be taken seriously and are not acceptable in any form. Preventing students from engaging in these disruptive behaviors is achieved by fully enforcing these Board policies: [insert titles and summaries of applicable policies, e.g., a through c in the sample policy]

Full implementation of these policies includes providing each student who violates one or more of them with appropriate consequences and remedial action as well as protecting students against retaliation for reporting such conduct.

² Be sure the referenced board policies, as adopted locally, contain the language paraphrased in this policy. If not, either substitute similar language from the locally adopted board policies on the same topics, or just insert the titles from relevant locally adopted policies.

³ School officials must proceed carefully before disciplining a student for out-of-school conduct. A school's authority over off-campus expression is much more limited than expression on school grounds. However, school officials may generally: (1) remove a student from extracurricular activities when the conduct code for participation requires students to conduct themselves at all times as good citizens and exemplars of the school (see 7:240, *Conduct Code for Participants in Extracurricular Activities*); and (2) suspend or expel a student from school attendance when the student's expression causes substantial disruption to school operations.

⁴ 105 ILCS 5/27-23.7.

⁵ 405 ILCS 49/1 et seq.

4. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, ⁶ and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
6. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior. ⁷
7. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
8. Annually communicates this policy to students and their parents/guardians. ⁸ This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
9. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
10. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it. ⁹

ADOPTED: July 10, 2002
 REVISED: January 21, 2009

LEGAL REF.: 405 ILS 49/1 et seq.
 105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
 23 Ill.Admin.Code §1.280.

CROSS REF.: 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:190 (Student Discipline), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:310 (Restrictions on Publications and Written or Electronic Material)

The footnotes are not intended to be part of the adopted policy: they should be removed before the policy is adopted.

⁶ Required by 105 ILCS 5/24-24.

⁷ 105 ILCS 5/10-20.14; see 7:190-E, *Aggressive Behavior Reporting Letter and Form*.

⁸ Required by 105 ILCS 5/27-23.7(d), as added by P.A. 95-349.

⁹ Id.

StudentsPreventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important District goal. The Superintendent or designee shall develop and maintain a program that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:190, *Student Discipline*. This policy prohibits students from engaging in hazing or any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct: prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
 - b. 7:310, *Restrictions on Publications and Written or Electronic Material*. This policy prohibits students from: (i) accessing and/or distributing at school any written or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written or electronic material, including Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing or intimidating a student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Full implementation of the above policies includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, or harassing behavior, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.

3. Includes bullying prevention and character instruction in all grades in accordance

with State law and Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.

1. Fully informs staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the District's expectation – and the State law requirement – that teachers and other certificated employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
2. Encourages all members of the school community, including students, parents, volunteers, and visitors, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
3. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified, as required by State law, whenever their child engages in aggressive behavior.
4. Communicates the District's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
5. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.
6. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the District's schools and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programs, and procedures and reports the results of this assessment to the Board along with recommendations to enhance effectiveness.
7. Complies with State and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy beginning every 2 years after its initial adoption and filing this policy with the Illinois State Board of Education after the Board adopts or updates it.

FONVILLE HENRI A

From: Ron Jacobs [rj2145@riverdale.rockis.k12.il.us]
Sent: Wednesday, July 08, 2009 2:49 PM
To: FONVILLE HENRI A
Cc: VERMEIRE JOE
Subject: Bullying Policy
Attachments: Riverdale-Bullying.doc

Henri,

Attached to this e-mail, please find the Board Policy on bullying for Riverdale C.U.S.D. #100 in Port Byron, Illinois. I apologize for not having filed this earlier.

Sincerely,

Ronald Jacobs
Superintendent
Riverdale C.U.S.D. #100
Port Byron, IL 61275
(309) 523-3184

This message, including any attachments, contains confidential information intended for a specific individual and purpose and is protected by law. If you are not the intended recipient, you should delete this message. Unintended recipients are hereby notified that any disclosure, copying, or distributing of this message, or taking of any action based on it, is strictly prohibited.

7/8/2009

Students

Harassment of Students Prohibited

No person, including a District employee or agent, or student, shall harass or intimidate another student based upon a student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status. The District will not tolerate harassing or intimidating conduct, whether verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment or intimidation are handled according to the provisions on sexual harassment below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, such as by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Rick Loy, Superintendent

Name

Rock Island School District No. 41

2101 Sixth Avenue

Rock Island, IL 61201

Address

309.793.5900 ext. 210

Telephone

Complaint Managers:

Kay Ingham, Asst. Supt. Of Pupil Services

Name

Rock Island School District No. 41

2101 Sixth Avenue

Address

Rock Island, IL

309.793.5900 ext. 222

Telephone

James Andrews, Asst. Supt. of Human Resources

Name

Rock Island School District No. 41

2101 Sixth Avenue

Address

Rock Island, IL

309.793.5900 ext. 205

Telephone

The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. §1681 et seq.
34 C.F.R. Part 106.
105 ILCS 5/10-22.5 and 5/27-1.
23 Ill.Admin.Code §200.10 et seq.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment), 7:10 (Equal Educational Opportunities)

ADOPTED: January 23, 2007

Students

Student Discipline

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including, but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, or selling:
 - a. Any illegal drug, controlled substance, or cannabis (including marijuana and hashish).
 - b. Any anabolic steroid not administered under a physician's care and supervision.
 - c. Any prescription drug when not prescribed for the student by a licensed physician or when used in a manner inconsistent with the prescription or prescribing physician's instructions.
 - d. "Look-alike" or counterfeit drugs, including a substance not containing an illegal drug or controlled substance, but one: (a) that a student believes to be, or represents to be, an illegal drug or controlled substance; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug or controlled substance.
 - e. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a weapon in violation of the "weapons" section of this policy.
5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept off and out of sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's IEP; or (c) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.

8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, and wrongfully obtaining test copies or scores.
9. Engaging in any kind of aggressive behavior that does physical or psychological harm to another or any urging of other students to engage in such conduct. Prohibited conduct includes any use of violence, force, noise, coercion, threats, intimidation, fear, harassment, bullying, hazing, or other comparable conduct.
10. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
11. Being absent without a recognized excuse; State law and Board policy on truancy control will be used with chronic and habitual truants.
12. Being involved with any public school fraternity, sorority, or secret society, by:
 - Being a member;
 - Promising to join;
 - Pledging to become a member; or
 - Soliciting any other person to join, promise to join, or be pledged to become a member.
13. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
14. Violating any criminal law, such as assault and battery, arson, theft, gambling, and hazing.
15. Engaging in any activity, on or off campus, that: (a) poses a threat or danger to the safety of other students, staff, or school property; (b) constitutes an interference with school purposes or an educational function; or (c) is disruptive to the school environment.

For purposes of this policy, the term "possession" includes having control, custody, or care, currently or in the past, of an object or substance, including situations where the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

The grounds for disciplinary action, including those described more thoroughly later in this policy, apply whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any other time when the school is being used by a school group;
2. Off school grounds at a school-sponsored activity or event, or any activity or event which bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if: (a) the conduct may reasonably be considered to be a threat or an attempted intimidation of a staff member; (b) the conduct may reasonably be considered to be an interference with school purposes or an educational function; or (c) the student's presence at school may reasonably be considered to create an interference with school purposes or an educational function.

Disciplinary Measures

Disciplinary measures may include:

1. Disciplinary conference.
2. Withholding of privileges.
3. Seizure of contraband.
4. Suspension from school and all school activities for up to 10 days, provided that appropriate procedures are followed. A suspended student is prohibited from being on school grounds.
5. Suspension of bus riding privileges, provided that appropriate procedures are followed.
6. Expulsion from school and all school-sponsored activities and events for a definite time period not to exceed 2 calendar years, provided that the appropriate procedures are followed. An expelled student is prohibited from being on school grounds.
7. Notifying juvenile authorities or other law enforcement whenever the conduct involves illegal drugs (controlled substances), "look-alikes," alcohol, or weapons.
8. Notifying parents/guardians.
9. Removal from classroom.
10. In-school suspension for a period not to exceed 5 school days. The Building Principal or designee shall ensure that the student is properly supervised.
11. After-school study or Saturday study, provided the student's parent(s)/guardian(s) have been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.

A student who is subject to suspension or expulsion may be eligible for a transfer to an alternative school program.

Corporal punishment shall not be used. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who uses, possesses, controls, or transfers a weapon, or any other object that can reasonably be considered, or looks like, a weapon, shall be expelled for at least one calendar year, but no more than 2 calendar years. The Superintendent may modify the expulsion period and the Board may modify the Superintendent's determination, on a case-by-case basis. A "weapon" means possession, use, control, or transfer of: (1) any gun, rifle, shotgun, a weapon as defined by Section 921 of Title 18, United States Code, firearm as defined in Section 1.1 of the Firearm Owners Identification Act, or use of a weapon as defined in Section 24-1 of the Criminal Code; (2) any other object if used or attempted to be used to cause bodily harm, including but not limited to, knives, brass knuckles, billy clubs; or (3) "look-alikes" of any weapon as defined above. Any item, such as a baseball bat, pipe, bottle, lock, stick, pencil, and pen, is considered to be a weapon if used or attempted to be used to cause bodily harm. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

Required Notices

A school staff member shall immediately notify the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, State Police, and the student's parent(s)/guardian(s). "School grounds" includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Efforts, including the use of early intervention and progressive discipline, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or physiological harm to someone else. The Superintendent or designee shall ensure that the parent(s)/guardian(s) of a student who engages in aggressive behavior are notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment or in-school suspension, which is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may remove students from a classroom for disruptive behavior.

The Superintendent or Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board of Education may suspend a student from riding the bus in excess of 10 days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: Gun-Free Schools Act, 20 U.S.C. §7151 et seq.
Pro-Children Act of 1994, 20 U.S.C. §6081.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.35, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/24-24, 5/26-12, and 5/31-3.
23 Ill.Admin.Code §§1.210 and 1.280.

CROSS REF.: 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: January 23, 2007

Dear Parent:

Some changes have been made to the dress code. We are including a copy of that information now to help as you and your student(s) shop for school clothes. An expansion of the ban on backpacks in the classroom has grown to include “no purses” in our secondary buildings. Pockets or pencil cases inside trappers will need to be the spot to keep items formerly carried in purses.

Appropriate Dress

Clothing must be modest and conducive to the school environment. The principal of each school (or designee) will determine whether students are dressed appropriately.

Students are expected to take pride in their appearance and to dress appropriately for focused study. Since styles change quickly, administrative discretion will be applied to determine the appropriateness of garments worn by students.

The following guidelines will be used to determine dress and grooming:

- ✓ decency
- ✓ neatness
- ✓ cleanliness
- ✓ suitability for school
- ✓ safety

Examples of inappropriate clothes include, but are not limited to:

- ✓ any article containing profanity
- ✓ any clothing promoting violence, hatred or harassment
- ✓ tobacco, alcohol, or beer logos
- ✓ gang symbols
- ✓ shorts, dresses or skirts shorter than fingertip length when standing at attention
- ✓ excessively baggy, wide-leg, or sagging pants or pants that are excessively long as to be dangerous, pants should be secured at the waistline
- ✓ oversized jerseys without proper undergarments
- ✓ see-through garments, visible undergarments
- ✓ bare midriffs, low-cut necklines, backless tops, tops with spaghetti straps, tube tops
- ✓ sneakers with wheels (“heelies” or “wheelies”)
- ✓ large chains or heavy jewelry
- ✓ wearing sunglasses, jackets, coats, head coverings (including hoods, hats and caps), gloves and other outerwear in the building during the school day
- ✓ sleepwear, loungewear, houseshoes

Students who are found to be in violation of these guidelines will be subject to disciplinary action beginning with Level I. In addition, parents will be notified and may be asked to supply appropriate clothing or the student may be sent home to change and are expected to return.

Students may wear acceptable replacement clothing. Time spent in securing appropriate clothing will be made up.

Some Important Reminders

Lockers

All school lockers are property of District 41. They may be searched at any time. Students may not share lockers with others and should report broken or malfunctioning lockers to school authorities.

Cell Phones

One of the biggest distractions at school is the cell phone. We absolutely support parent/student need for communication, but the phones need to be turned off and out of sight during the school day. We have listed below the steps that will occur if cell phones are not being used properly.

1. The cell phone will be collected by a building staff member and turned over to your child's administrator. A parent may pick it up at the end of the day.
2. The cell phone will be collected and again turned over to your child's administrator. A parent may pick it up at the end of the day. Detentions may be assigned after the first event.

Electronic Devices

Using or having on or in an operational mode any device that permits recording the voice or image of another person unless all persons whose voices or images are being recorded are made aware of the recording prior to the actual recording of their voices or images may constitute a CRIME under state or federal law and is a violation of this student discipline code.

WARNING: Taking disseminating, transferring, or sharing obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called sexting) may constitute a CRIME under state or federal law. Sexting or similar conduct may result in arrest, criminal prosecution, and LIFETIME inclusion on sexual offender registries.

What is Bullying?

Bullying among children is aggressive behavior that is intentional and that involves an imbalance of power or strength. A child who has been bullied has a hard time defending himself. Usually, bullying is repeated over time. Bullying can take many forms, such as hitting or punching (physical bullying); teasing or name-calling (verbal bullying); intimidation using gestures or social exclusion (nonverbal bullying); and sending insulting messages by phone or computer e-mail (cyberbullying).

What to do if your child is being bullied?

1. First focus on your child. Be supportive and gather information about the bullying.
2. Don't blame the child who is being bullied or assume that your child did something to provoke the bullying.
3. Listen carefully to what your child tells you about the bullying.
4. Learn as much as you can about the bullying tactics used, and when and where the bullying happened.
5. Do not encourage physical retaliation ("Just hit them back") as a solution.
6. Contact your child's teacher or principal.
7. Keep your emotions in check (give factual information about your child's experience of being bullied including who, what, when, where, and how).
8. Emphasize that you want to work with the staff at school to find a solution to stop the bullying, for the sake of your child as well as other students.
9. Expect the bullying to stop.
10. Help to develop talents or positive attributes of your child (the district is training staff in 40 Assets to assist students in this area).
11. Work with school personnel (counselors, social workers, teachers) to teach your child safety strategies.

Cyberbullying

Cyberbullying is becoming more widespread as more students have access to on-line social sites and cell phones. The district takes all forms of bullying seriously and asks that students and parents contact school personnel immediately if they feel bullying is occurring.

Please contact:

- 1) Classroom Teacher
- 2) Counselor or Advisor
- 3) Principal
- 4) P.P.S. Office (793-5900, x 224)

Be persistent and make sure the situation is investigated.

Sexual Harassment

Sexual harassment is illegal and against District 41 policy. This includes unwelcome or offensive non-verbal, verbal or physical conduct of a sexual nature toward another person. Any person who believes he/she has been the victim of sexual harassment should report it to school authorities. The District Title IX Coordinator is Kay Ingham, Assistant Superintendent.