

SCHOOL DISTRICT OF BAYFIELD
PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

I. Purpose

The purpose of this policy is to recognize that children have a right to a public education. Inherent in that guarantee is the right for students to be physically and psychologically safe while being educated.

A safe and civil environment in school is necessary for students to be able to learn and achieve. Harassment, intimidation, bullying and other disruptive or violent behaviors disrupts a student's ability to learn and a school's ability to educate. Because students learn by example, administrators, faculty, staff, volunteers, and parents shall demonstrate appropriate behavior, treating others with civility and respect. The District will not tolerate harassment, intimidation or bullying.

II. Definition

The School District of Bayfield defines harassment, intimidation and bullying as any gesture or written or verbal or physical act that is reasonably perceived as being motivated either by actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity, and expression, or mental, physical or sensory handicap that takes place on school property, at school-sponsored functions or in a school vehicle that:

Bullying manifests itself in multiple ways, including:

- * Name calling;
- * Hurtful or racist remarks;
- * Hitting, punching, kicking, bumping, pushing and/or shoving;
- * Threatening gestures;
- * Sending hurtful notes that contain threats/put downs;
- * Teasing or mocking;
- * Deliberately ignoring or excluding;
- * Spreading rumors about another;
- * Interfering with the property of another;
- * Sexual innuendo and harassment;
- * Hiding the property of another;
- * Writing and/or forwarding graffiti about another;
- * Repeatedly putting down another;
- * Use of electronic devices to distribute hurtful information, threats, insults, inappropriate images, etc.

- A. A reasonable person should know, under the circumstances, that bullying will have the effect of harming a student or damaging the student's property, or
- B. Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption to their education or substantial interference with the orderly operation of the school.

III. General Statement of Policy

- A. The School Board expects students to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and school staff.
- B. No student, teacher, administrator, volunteer, contractor or other employee of the District shall harass, intimidate or bully students and/or employees of the District.
- C. No student, teacher, administrator, volunteer, contractor or other employee of the District shall permit, condone or tolerate harassment, intimidation or bullying.
- D. The District will investigate each complaint of harassment, intimidation or bullying. The District will take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the District who is found to have violated this policy.
- E. Since bystander support of harassment, intimidation or bullying can encourage these behaviors, this policy prohibits active or passive support for harassment, intimidation or bullying by third parties on school property, in school vehicles, and at school events.
- F. The School Board expects students in the District to adhere to the rules and regulations established by the District. The District will submit students to such disciplinary measures as are appropriate for infraction of these rules.

IV. Implementation of the Policy

- A. The District Administrator or designee shall annually notice this policy in publications of the District. Notice shall also appear in student handbooks.
- B. The Equity Coordinator is responsible for receiving complaints alleging violations of this policy. School employees are required

to report alleged violations of this policy. Members of the school community including students, parents, volunteers and visitors, are expected to report any act that may be in violation of this policy. The reporting party is encouraged to use the form available from the Equity Coordinator. Oral reports also shall be considered official reports. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an unsubstantiated anonymous report. Reports shall be maintained as confidential reports.

- C. The Equity Coordinator with assistance from the Principal shall conduct a prompt, thorough and complete investigation of the alleged incident utilizing necessary resources. The Equity Coordinator shall notify the parent or guardian of each student involved in a bullying incident.
- D. The District prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the District Administrator after consideration of the nature and circumstances of the act, in accordance with case law, federal and state statutes/regulation as well as District policies and procedures.
- E. In determining the appropriate response to students who commit one or more acts of harassment, intimidation or bullying, the Equity Coordinator shall make a recommendation to the Principal considering the following:
 - the developmental and maturity levels of the parties involved,
 - the levels of harm,
 - the surrounding circumstances,
 - the nature of the behaviors,
 - past incidences or past or continuing patterns of behavior,
 - the relationships between the parties involved and the context in which the alleged incidents occurred.

Consequences and remedial action for students who commit acts of harassment, intimidation or bullying may range from behavioral interventions up to and including suspension or expulsion.

- F. The Equity Coordinator, with assistance from the Principal, shall develop the remedial action for a student found to have falsely accused another as a means of harassment, intimidation or bullying which may range from positive behavioral interventions up to and

including suspension or expulsion. Consequences and remedial action for employee found to have falsely accused another, as a means of harassment, intimidation or bullying shall be disciplined in accordance with District policies, procedures and agreements.

This policy shall be made known to school staff, students and parents explaining that it applies to acts of harassment, intimidation and bullying that occur on school property, at school-sponsored functions, in school vehicles, school buses, and facilities used by the district, including, but not limited to, the Bayfield Recreation Center.

V. Prevention Strategies

The District will implement the following strategies to promote safe and secure learning environments; to diminish harassment, intimidation or bullying; and to aid in the protection of those whose physical or emotional health may be jeopardized through acts of harassment, intimidation or bullying.

- A. Provide staff development for personnel which will include:
 - Understanding myths and facts of harassment, intimidation or bullying.
 - Understanding the consequences to school climate and the physical and emotional health of students when harassment, intimidation or bullying goes unchecked.
 - Identifying and applying interventions in cases of harassment, intimidation or bullying.
- B. Promote the development of classroom and building rules and procedures that maintain a positive school climate and deter harassment, intimidation or bullying.
- C. Provide instruction for students that reinforces social skills such as maintaining self-control, promoting communication, developing/maintaining friendships, resisting peer pressure, being appropriately assertive, resolving conflicts, developing empathy, anger management, prosocial problem solving and identifying differences in behavior and values that conflict with their own.

VI. References:

Wisconsin Statute §118.13(1)
Wisconsin Statute §118.13(2)(a)
Nabozny v. Podlesny, 92 F.3d 446 (7th Circuit, 1996).
PI 9 and 41, Wisconsin Administrative Code

Title IX, Education Amendments of 1972
Title VI, Civil Rights Act of 1964
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Civil Rights Act of 1991

Cross References:

112.1, Nondiscrimination on Basis of Handicap (Section 504)
112.2, Nondiscrimination on Basis of Sex (Title IX)
411-Rule, Student Discrimination Complaint Procedures
411-Exhibit (1), Discrimination Complaint Form
411-Exhibit (2), Notice of Student Nondiscrimination Policy
411-Exhibit (3), Notification to Complainant of Right to Appeal
411.1, Sexual Harassment
412-Exhibit (1), Interventions to Stop Bullying

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