

PROHIBITION OF STUDENT BULLYING

The Evansville Community School District is committed to providing a safe, secure and respectful learning environment for all students in school buildings and on school grounds, on school buses and at school-sponsored activities. The District consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

Definition

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance, and is repeated, or has the potential to be repeated, over time. An imbalance of power is when a student uses their power such as physical strength, access to embarrassing information or popularity to control or harm others. Power imbalances can change over time and in different situations even if they involve the same people. Repetition is when bullying behaviors happen more than once or have the potential to happen more than once.

Bullying behavior can be:

1. Verbal – slandering, ridiculing or being malicious to a person. Persistent name calling, using a person as the focal point of jokes, offensive comments/remarks.
2. Social – Physically or socially excluding a person in school related activities.
3. Physical – pushing, poking, tripping, assaulting or the threat of physical assault and damage to a person's property or work area.
4. Non-verbal gestures and/or nonverbal threats such as glances that convey threatening messages
5. Electronic – text, image, audio, video, social media or email

Bullying behavior is prohibited in all schools, buildings, property and educational environments, including any property or vehicle owned, leased or used by the school district or through district resources such as the computer network. Educational environments include every activity under school supervision.

Procedure for Reporting/Retaliation

It is the responsibility of all school staff members, students, and concerned individuals who observe or become aware of acts of bullying to report these acts confidentially to a school staff member or the Building Principal. Confidential reports of bullying made at ecsdnet.org will be reviewed by administration. There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

Procedure for Investigating Reports of Bullying

An investigation to determine the facts will take place in a timely manner (1-2 days) to verify the validity and the seriousness of the report. The District shall keep the complaint confidential to the extent required by law for both the accused and the accuser. Parents will be notified at the conclusion of the investigation.

Supports and Sanctions

Students found in violation of the bullying policy may be referred to student services staff for counseling or other educational programming designed to prevent repetitive bullying behavior. Student services will also provide counseling and other educational programming to support victims of bullying.

If it is determined that students are in violation of the policy, the principal may take disciplinary action, including, but not limited to: suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate.

Disclosure and Public Reporting

An annual summary report shall be prepared and presented to the Board of Education no later than August of each year. The annual report will be available to the public.

Legal Ref.: Sections 118.13 Wisconsin Statutes (Pupil Discrimination Prohibited)

118.46(2) (Policy on Bullying)

120.13(1) (School Board Powers)

120.44 (School Board Powers and Duties)

895.77(2) (Injury Caused by Criminal Gang Activity)

947.0125 (Unlawful Use of Computerized Communication Systems)

947.013 (Harassment)

948.51(2) (Hazing)

PI 9, Wisconsin Administrative Code

Equal Employment Opportunities Commission Guidelines (29 C.F.R.-Part 1604.11)

Local Ref.: Policy #411.1 – Prohibition of Student Discrimination and Harassment

Policy #411.1 Rule – Student Discrimination Complaint
Procedures, Administrative Rule

Policy #411.1 Form – Discrimination or Harassment Complaint Form

Policy #411.12 – Title IX Prohibition of Sexual Harassment Against Students and Other
Individuals

Policy #411.3 Form – Bullying Report

Other Ref.: stopbullying.gov