

## **BULLYING, INTIMIDATION & 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 and providing all students equal access to a safe, non-hostile learning environment are important school goals. Furthermore, bullying is contrary to state law and the policy of Chaddock School.

Bullying on the basis of actual or perceived race, color, national origin, immigration status, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school.

Bullying includes cyber-bullying (bullying through the use of technology or any electronic communication) and is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Examples of prohibited conduct include, but are not limited to: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.

Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Director of Education at [cpowell@chaddock.org](mailto:cpowell@chaddock.org) or 217-592-0323 or to any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the Director of Education or any staff member. Anonymous reports are also accepted by phone call or in writing.

A reprisal or retaliation against any person who reports an act of bullying is prohibited. A student's act of reprisal or retaliation will be treated as bullying for purposes of determining possible consequences or other appropriate remedial actions.

A student will not be punished for reporting bullying or supplying information, even if the school's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information may be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

Reports of bullying will be investigated expediently if they are within the permissible scope of the school's jurisdiction. Reports will be investigated by the school's Assistant Principal and Clinical Supervisor in addition to any other personnel who have knowledge or experience that could aid in the investigation. The Director of Education will be notified of the report and all recommendation for consequences and/or remediation as soon as the report is completed. The school will make all reasonable efforts to complete the investigation within ten (10) school days. Any student who is determined, after an investigation, to have engaged in bullying, intimidation, or harassment will be subject to disciplinary consequences as provided in this handbook, consistent with Chaddock School's discipline policy. Consistent with Federal and State laws regarding privacy rights, all parents/guardians involved in the incident will be notified and will be given the opportunity to meet with school administration in order to discuss the investigation as well as any action items related to the incident. Any victim of bullying will be provided with information regarding social-emotional or restorative services that can be arranged by the school. These include:

- Individual Counseling
- Group Counseling
- Psychiatric Support
- Instruction in Proper Reporting Procedures

Chaddock School will make efforts to address and prevent bullying within and outside of the school setting. Interventions to address bullying include, but are not limited to:

- Individualized counseling and social work services with a school-based licensed counselor, social worker or therapist.
- Regularly scheduled group counseling sessions for all students in order to promote positive peer culture.
- Participation in age-appropriate social-emotional curriculum.
- Specific instruction regarding the harms of cyber-bullying.
- Restorative measures facilitated by licensed counselor, social worker, or therapist.

School administration will adopt the following process in order to evaluate the effectiveness of this policy:

- Annually review data related to bullying, including: frequency of victimization, location of bullying, types of bullying that occur, bystander interventions or actions, and use of restorative practices.
- Annually review staff, student, and parent surveys which include measures regarding safety concerns.

This policy aligns with all other policies of Chaddock School. An up-to-date version of this policy shall be included in the student handbook, which is distributed annually to all students, parents, and school personnel, including new employees when hired. A copy will also be posted on the school website.