

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.

Bullying may take various forms, including without limitation one or more of the following: 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. This list is meant to be illustrative and non-exhaustive.

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 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 Principal and Clinical Supervisor in addition to appropriate school personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process. The Director of Education will be notified of the report and all recommendations 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 the investigation, to have engaged in bullying, intimidation, or harassment will be subject to disciplinary consequences in accordance with Chaddock School's discipline policy. Consistent with Federal and State laws and rules governing student privacy rights, parents and guardians of students involved in the investigation will be provided information about the investigation and will be given an opportunity to meet with the Director of Education or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

Consistent with Federal and State laws and rules governing student privacy rights, parents/guardians of all students involved in the alleged incident of bullying will be promptly notified and given the opportunity to discuss the investigation and the availability of social work services, counseling, school psychological services, other interventions, and other restorative measures.

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 outcomes and effectiveness of this policy:

- Annually review data related to bullying, including: frequency of victimization; student, staff and family observations of safety at school; 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 and is based on the engagement of a range of school stakeholders, including students and parents or guardians. An up-to-date version of this policy

shall be included in the student handbook, which is distributed annually to all students, parents and guardians, and school personnel, including new employees when hired. A copy will also be posted on the school website and where applicable, will be posted where other policies, rules, and standards of conduct are currently posted in the school.