

## BOARD POLICY 411.1

### **411.1 - Student Harassment, Bullying, Cyber-Bullying**

The District shall provide a learning environment where all students may participate in the curricular and extracurricular activities free from any form of harassment or intimidation by employees or other students, including sexual harassment. The District is committed to creating an environment that treats all individuals with dignity and respect and promotes tolerance and cooperation throughout the District.

Harassment refers to physical or verbal conduct and/or written or electronic material, which interferes with a student's school performance, or which creates an intimidating, hostile or offensive school environment.

Harassment or intimidation can include, but is not limited to the following: physical or mental abuse, racial insults, ethnic slurs, religious slurs, and sexual harassment.

Sexual harassment means unwelcome sexual advances, unwelcome physical or verbal conduct of a sexual nature. "Unwelcome verbal or physical conduct of a sexual nature" includes but is not limited to the deliberate, repeated making of unsolicited gestures or comments, or the deliberate, repeated display of offensive sexually graphic materials. It is the policy of the District that sexual relationships between staff and students are not permissible in any form or under any circumstances, in or out of the work place, in that it interferes with the educational process and involves elements of coercion by reason of the relative status of a staff member to a student.

Bullying is defined as a form of aggression in which there is an imbalance of power between the bully and the victim. Bullying can be physical, verbal, or psychological and is usually of a repetitive nature. It can be direct (face to face) or indirect (behind someone's back). Indirect bullying includes, but is not limited to, exclusion or gossip. Bullying has a harmful social, physical, psychological and/or academic impact on bullies, victims and bystanders.

Cyberbullying (also spelled Cyber-bullying) or on-line bullying is the term used to refer to bullying and harassment by use of electronic devices including but not limited to email, instant messaging, text messages, blogs, mobile phones, pagers, websites, etc.

The District shall not tolerate any form of harassment or bullying and shall attempt to prevent such disrespectful behavior. Any student or employee who engages in harassment shall be disciplined in accordance with established policies and procedures.

Any student, or another concerned individual, including a victim or one who is aware of a violation of this policy, is encouraged to report the incidence to a District staff employee in accordance with the procedures set forth in AR 411.1. There shall be no retaliation against any student who, in good faith, reports an incidence under this policy. Any person who engages in retaliatory conduct against a reporter in violation of this policy will be subject to disciplinary action.

Any employee who has knowledge that a violation of this policy has occurred is required to file a written report in accordance with the procedures set forth in AR 411.1.

This policy applies to all off-site school activities including, but not limited to, school-sponsored trips and athletic events, and at all times on school premises.



Legal Ref.: Sections 111.31-111.397, 118.01(2)(d)8, 118.13, 118.164, 118.195, 118.20, 118.46, 120.13(1), 947.0125, 947.013, 948.51, Wisconsin Statutes, PI 9 and PI 41, Wisconsin Administrative Code, Equal Protection Clause of the Fourteenth Amendment, Title VI and VII of the Civil Rights Act of 1964, Title IX, Education Amendment of 1972, Sec. 504 - Rehabilitation Act of 1973, Age Discrimination Act of 1975, Immigration Reform and Control Act of 1986, Americans with Disabilities Act of 1990, Civil Rights Act 1991, Individual with Disabilities Education Act, Genetic Information Nondiscrimination Act of 2008 (GINA)

Cross Ref.: Administrative Rule 411.1 - Student Harassment / Bullying Reporting Procedures, Administrative Rule 411.1 Exhibit A - Student Harassment / Bullying Report Form, Board Policy 112 - Discrimination, Board Policy 528 - Interaction Between Students & District Employees/ Volunteers, Administrative Rule 112 - Discrimination Complaint Procedures

Approved: March 20, 2003

Revised: January 19, 2006

Revised: January 15, 2009

Revised: November 19, 2009

Revised: March 18, 2010

Revised: October 21, 2010