

Bullying

Bullying and harassment are major distractions from learning. Sexual harassment is, in fact, often a form of bullying. The student achievement of the victims can suffer. Fear can lead to chronic absenteeism, truancy, or even dropping out of school.

Definition:

Bullying is the deliberate or intentional behavior through the use of words or actions, which often involves an imbalance of power, is repeated, and intended to harm. This behavior is often motivated either by an actual or perceived characteristic or distinguishing characteristic, such as, but not limited to: age, color, national origin, race, religion, gender, sexual orientation, physical attributes, physical or mental ability or disability, social or family status.

Bullying behavior can be:

1. Physical (assault, hitting, kicking, theft, etc.)
2. Verbal (threatening or intimidating language, name-calling, cruel rumors, racist remarks, etc.)
3. Indirect (spreading rumors, social exclusion and isolation, using technology in a hurtful manner – cyber bullying). Cyber bullying includes, but is not limited to the use of e-mail, instant messages, text messages, digital pictures or images, cell phones, or website postings.
4. Between students and students, students and adults, or adults and adults.

Prohibition:

Harassment and/or bullying of students and employees is prohibited under local school board policy in all school environments, which includes any property or vehicle owned, leased or used by the school district. Educational environments are defined as consisting of every activity under supervision of the school and use of school equipment in the case of cyber bullying.

Procedure for Reporting:

It is considered the responsibility of all students, school staff members and concerned individuals who observe or become aware of acts of bullying to report these acts confidentially to a member of the school staff or administration, as designated by the bullying policy to be a recipient of such reports. All such reports, either verbal or in writing are to be taken seriously and a clear account of the incident is to be documented and reported to the party designated by the policy to receive the same. Individuals making such reports will be supported and protected against potential retaliation for making such a report.

Procedure for investigating reports of bullying:

An investigation to determine the facts will take place in a timely manner to verify the validity and the seriousness of the report. Parents will be notified of the investigation procedures. The district shall keep the complaint confidential for both the accused and the accuser, until such time as the misconduct is confirmed and sanctions are imposed. The district will promptly and reasonably investigate allegations of harassment, including bullying. The district administrator/principal will be responsible for handling all complaints by students alleging harassment, including bullying. The consequences for such violence may consist of one or more of the following:

- a. Parent/Guardian/Legal Custodian notified.
- b. Possible referral to police.
- c. First offense: Up to a three (3) days out-of-school suspension and meeting with parent(s).
- d. Second offense: Up to a five (5) days out-of-school suspension and meeting with parent(s).
- e. Third offense: Referral for Administrative Hearing with Fontana Board of Education with recommendation for expulsion.

Disclosure and public reporting:

The Fontana Board of Education expects the administrator to make it clear to students, staff, and parents that bullying in the school building, on school grounds, on the bus or school sanctioned transportation, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension and expulsion for students, and termination for employees. The administrator will be required to review the bullying policy yearly with both students and staff. Biannually a survey regarding bullying is to be done and the results are to be used to help develop anti-bullying programming. The progress or lack of it, as demonstrated on the survey or other records, is required to be reported to the school board.

The district administrator will follow the administrative guidelines and procedures to implement this policy as spelled out in the complaint policy and sexual harassment policies cross referenced.

- Legal Reference: Title VII, Section 703, Civil Rights Act of 1964 as amended
Federal Regulations 74676 issued by EEO Commission
Title IX of the Education Amendments of 1972
Section 118.13 Wisconsin statutes PI 9, Wisconsin
Administrative Code
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
- Cross Reference: Policy 870 Public Concerns & Complaints Policy; BFASA Policy
ACH & ACHA
- Policy Adoption Date: August 26, 2002
- Policy Revised: November 23, 2009