

Students

Harassment of Students Prohibited

Central School District #104 is committed to creating a safe and peaceful school environment where every student is valued, accepted, and free to learn. Bullying, intimidation, and (sexual) harassment are not acceptable in any form and will not be tolerated at school or any school-related activity, on school property, on school buses or through a school computer, network or other school electronic equipment. In order to create and maintain a safe environment, it is imperative that students report any acts of harassment immediately. The school will protect students against retaliation for reporting incidents of bullying, intimidation, or (sexual) harassment, and will take disciplinary action against any student who participates in such conduct. It is important that students understand the difference between reporting and tattling. Harassment and/or intimidation include any repetitive verbal and/or physical conduct that creates a hostile educational environment by substantially interfering with a student's educational benefits, performance, or with their social and emotional wellbeing. No person shall harass, intimidate or bully another based upon a perceived race, color, nationality, origin, military status, unfavorable discharge status from military service, sex, sexual orientation, gender-related identity or expression, age, religion, physical or mental disability or status of homeless. Any student who is determined, after investigation, to have engaged in bullying, intimidation or harassment will be subject to disciplinary consequences as provided in this handbook, including but not limited to, suspension and expulsion consistent with the school and district's discipline policy.

Commented [AKL1]: Update 1: This policy language was updated to list protected statuses from the anti-bullying statute word-for-word, despite some statuses being irrelevant to students in K-12.

Issue 86, August 2014

OK

Joseph Arthur Middle School offers two safe and confidential ways of reporting harassment. Students can submit a harassment report at www.bullyhelp.org; the site will email the report to a designated school official to be investigated. They can also submit a report in our locked ROAR/Suggestion box located in the library. Central School students are asked to report any incidents of harassment to our school social worker or principal, who will investigate and keep all reports confidential.

Some other ways that Central School District #104 are striving to create a peaceful school are through our school-wide classroom character education curriculum (Lion's Quest), Positive Behavior Intervention and Support Program (PBIS), reciting our School Pledge each morning, the Bucket Filling Program, school counseling services, and parental support. The chart below outlines the procedures that will be followed in an effort to resolve the problem.

Behavior	First Time	Second Time	Third Time
<ul style="list-style-type: none"> • Teasing • Name calling • Gossiping • Spreading rumors • Intentionally embarrassing someone • Minor physical contact • Severe physical contact • Making threats • Using profanity • Destruction of property • Extortion • Stealing • Harassment <p>Racial, sexual, other forms</p>	<p>Face-to-face non-accusatory meeting with the student and staff member. The purpose of this meeting is to inform the student of the report and student will be advised of consequences of further reports. Meeting will be documented.</p>	<ul style="list-style-type: none"> • Office Discipline Referral form will be completed and sent home to parent. Principal will determine consequence: <ul style="list-style-type: none"> ➢ Principal will meet with student ➢ Detention ➢ In School Suspension ➢ Out of School Suspension • Mediation with school counselor or social worker, only after consequence is given 	<ul style="list-style-type: none"> • Office Discipline Referral form should be completed. Principal will determine consequence: <ul style="list-style-type: none"> ➢ In School Suspension ➢ Out of School Suspension • Meeting with parent • Mediation with school counselor or social worker, only after consequence is given

Making a Complaint; Enforcement

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, or a Complaint Manager. A student may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Cassy Shelton, Special Ed Coordinator
 Name
 309 Hartman Lane
 Address
 O'Fallon, IL 62269
 618-632-6336
 Telephone

Commented [AKL2]: OPTION: Email addresses may be added to the Nondiscrimination Coordinator and Complaint Manager information found in this policy as well as policies 2:260, 5:10 and 5:20. If the board would like to add these, please attach the email addresses to the PRESS Plus response form.

Issue 86, August 2014

OK

Add email
 to all policies
 listed.

Complaint Managers:

Dawn Elser, Principal
Name
Central Elementary School
Address
309 Hartman Ln., O'Fallon, IL 62269
618-632-6336
Telephone

Jered Weh, Principal
Name
Joseph Arthur Middle School
Address
160 St. Ellen Mine Rd, O'Fallon, IL 62269
618-622-9685
Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy, such as, by including it in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments.

34 C.F.R. Part 106.

105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.

775 ILCS 5/1-101 *et seq.*, Illinois Human Rights Act.

23 Ill.Admin.Code §1.240 and Part 200.

Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).

Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).

Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).

West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 7:10

(Equal Educational Opportunities), 7:180 ([Preventing/Prevention of and Response to](#)

Bullying, Intimidation, and Harassment), 7:185 ([Teen Dating Violence Prohibited](#)),

7:190 (Student Discipline), 7:240 ([Conduct Code for Participants in Extracurricular](#)

[Activities](#))

ADOPTED: February 16, 2012

REVISED: October 15, 2012