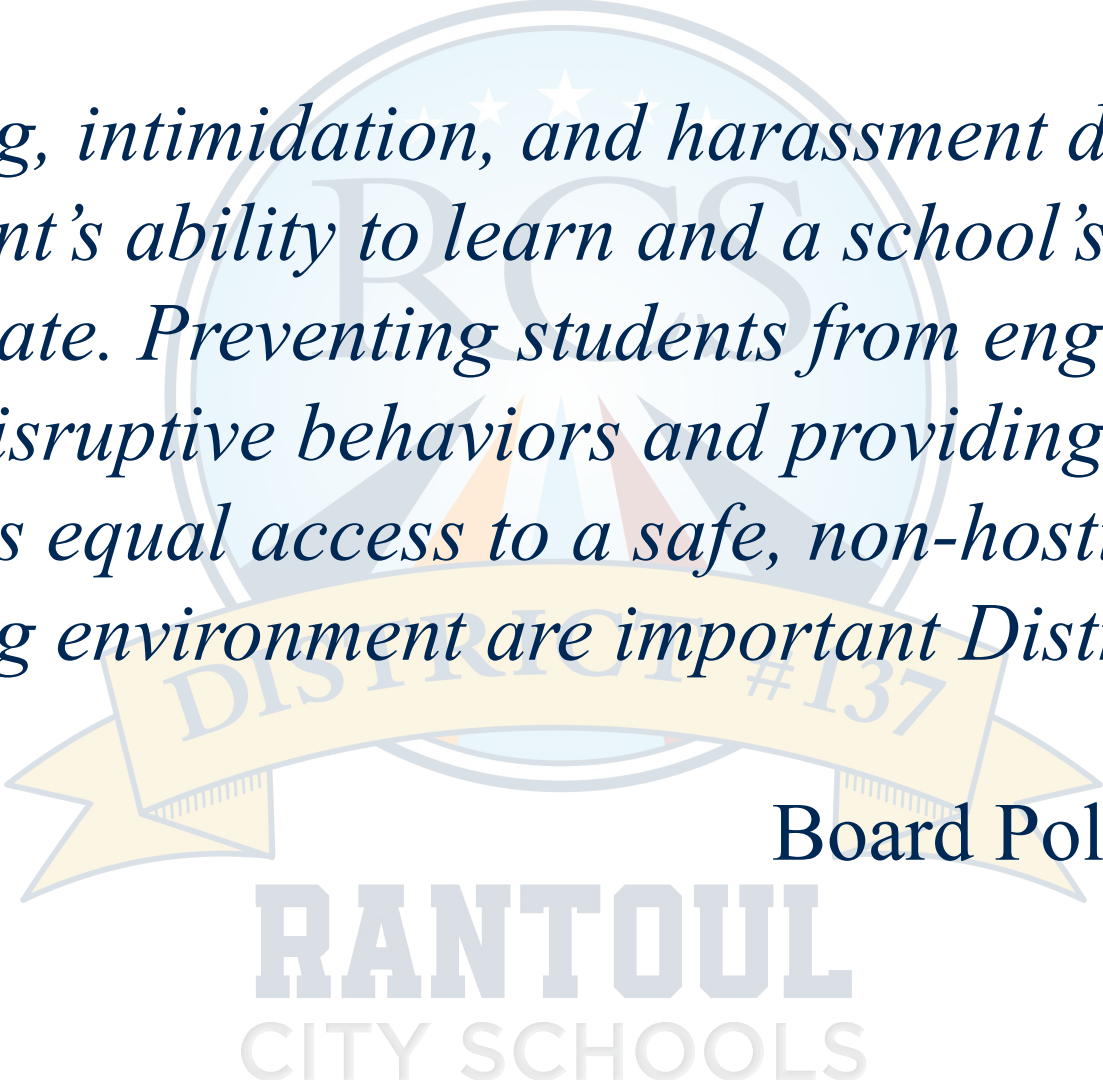




Discussion: Board Policy 7:180; Prevention of and Response to Bullying, Intimidation, and Harassment

The logo for Rantoul City Schools District #137 is a circular seal. It features a blue outer ring with the text "RANTOUL CITY SCHOOLS" at the top and "DISTRICT #137" at the bottom. Inside the ring is a yellow banner with the text "RANTOUL CITY SCHOOLS" in blue. The center of the seal contains a stylized graphic of a sun rising over a mountain range, with a blue sky and white clouds. The text "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 District goals." is written in a dark blue, serif font across the center of the seal.

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 District goals.

Board Policy 7:180

Purpose of the Presentation



Objective To provide the Board with an overview of:

- Policy 7:180 requirements under Illinois law.
- The District's policy-aligned investigatory and documentation process.
- Transparency and communication improvements (FAQ, forms, letters).
- Data tracking and accountability measures for compliance and prevention.

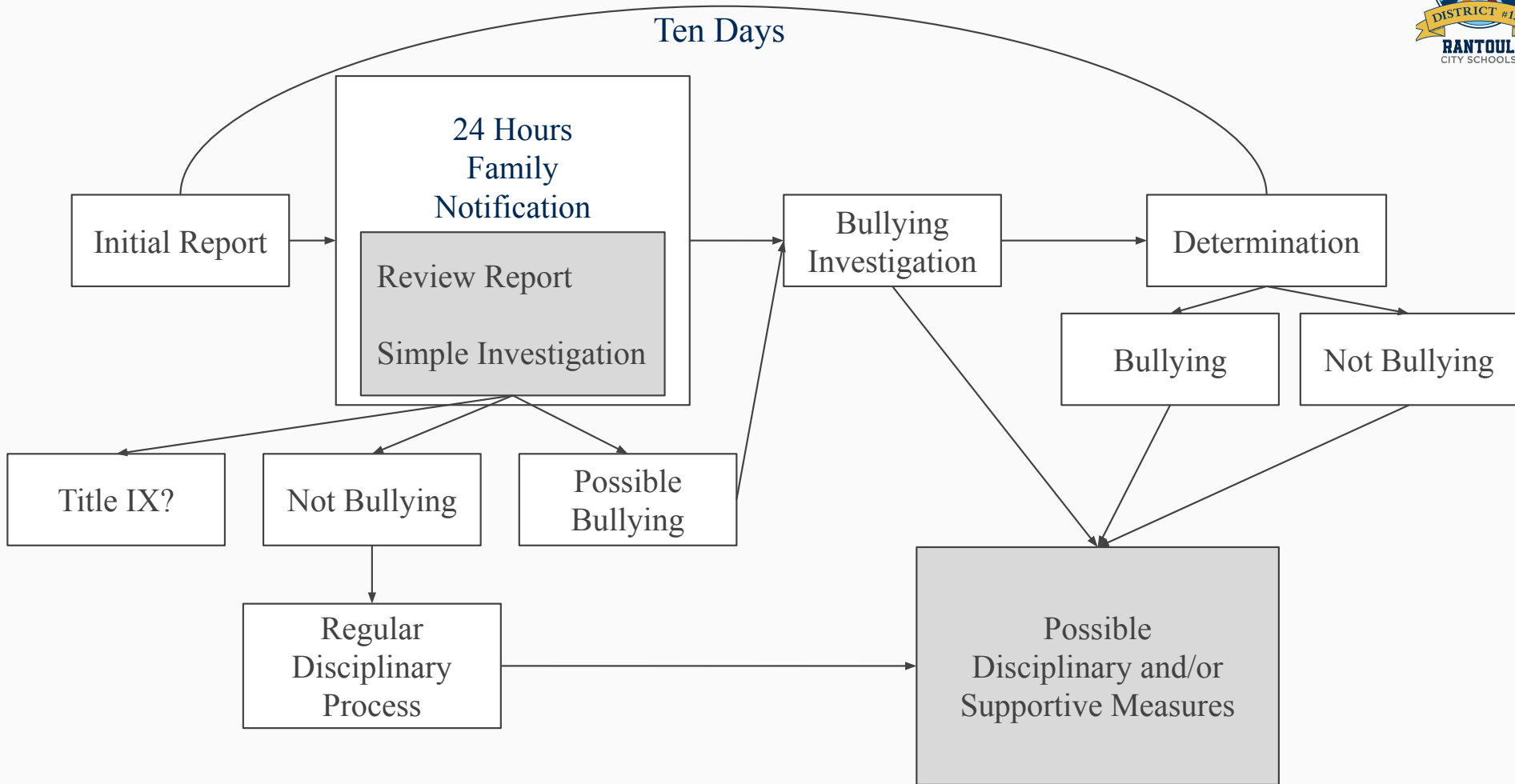
Outcome Board understanding of how RCS meets statutory obligations.

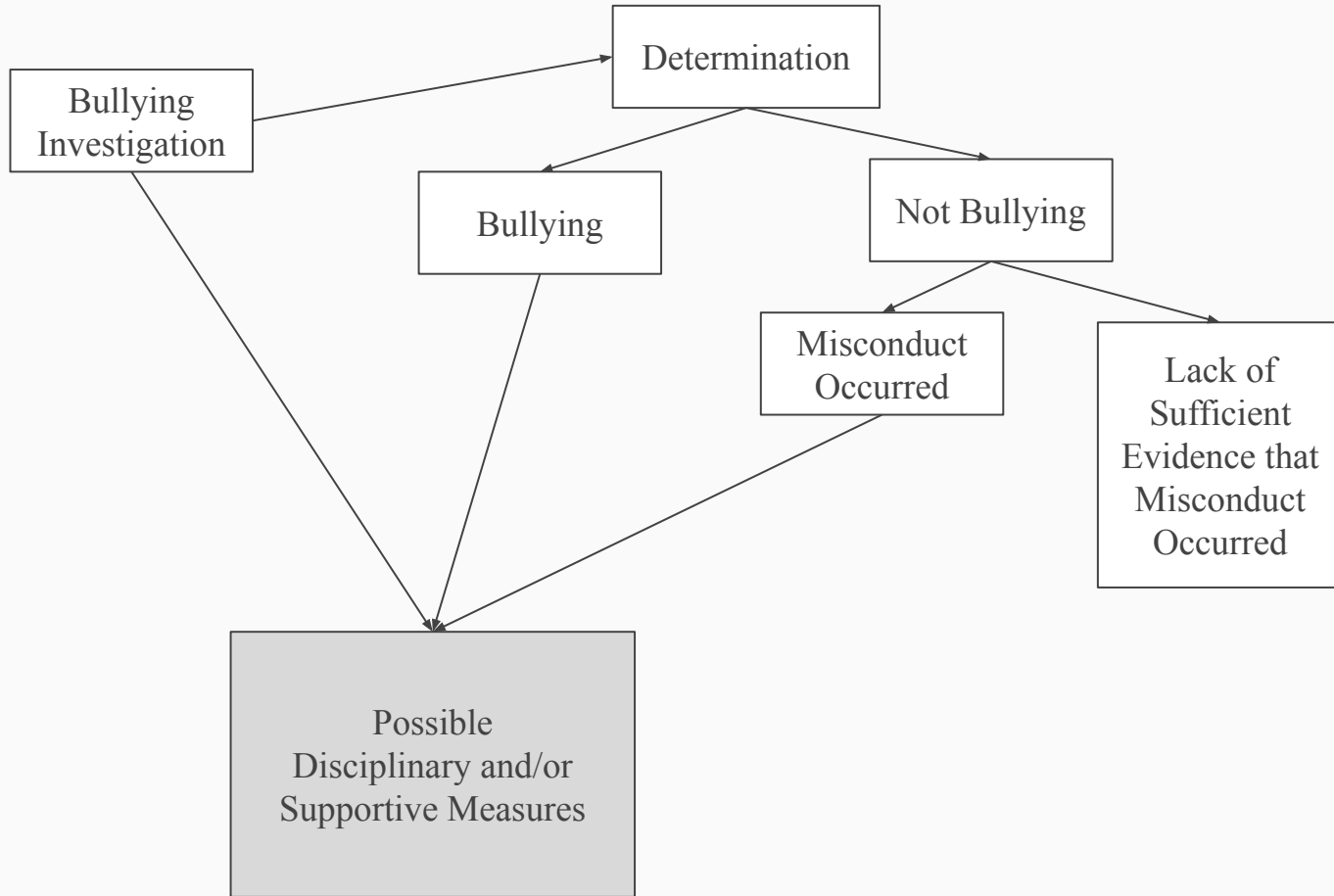
Policy 7:180 Overview



Key Principles

- Bullying, intimidation, and harassment impede learning and are prohibited in all school contexts — including in-person and online, and even off-campus if they disrupt learning.
- Protected characteristics include race, color, religion, sex, national origin, disability, gender identity, sexual orientation, and other distinguishing traits.
- Cyberbullying explicitly defined (electronic or online communications causing substantial disruption).
- Incorporates restorative measures not just exclusionary discipline.





Policy 7:180 Overview



Mandated Administrative Actions

- Parent notification of all involved students within 24 hours.
- Investigation within 10 school days of the report.
- Inclusion of support personnel and restorative options.
- Anonymous reports permitted (disciplinary action cannot be based solely on anonymous reports).
- Biennial policy review and posting of results online by September 30.

The RCS Investigation and Documentation Process



Reporting

- Online or paper “Bullying, Aggressive Behaviors, and/or Sexual Harassment Reporting Form” (English & Spanish).
- Anonymous submission possible (with investigation limitations).
- Verbal reporting is allowable. However, written reporting is preferred so that the person making the report has documentation of making the report.
- Integrated under both Policy 7:180 and Title IX (Policies 2:260, 2:265, 7:20).

The RCS Investigation and Documentation Process



Administrative Flow

- **Initial Review** – Principal determines if the report may meet bullying definition.
- **Parent Notification** (24 hours)
- **Interviews** – Alleged victim, bystanders, and alleged offender forms ensure consistency.
- **Documentation** – “Investigation Findings” captures evidence, actions, and determinations.
- **Outcome Letters** – Separate templates for “Possible Bullying,” “Not Bullying,” and “Final Determination” to both victim and aggressor.
- **Archiving** – Copies sent to district office for compliance tracking.
 - Annual required reporting to ISBE under the Racism Free Schools Act.

Supportive Measures



Non-punitive steps designed to help the victim and/or sometimes the alleged aggressor remain safe and/or feel supported. Some examples:

- Notifying parent / guardian
- Access to social worker / counselor
- Referral to outside social work / counselor services
- Changing schedules / routines
- No contact agreements
- Establish a “trusted adult” for reporting concerns
- Structured mediation
- Individual safety plans

Disciplinary Measures



A range of administrative actions that serve as a consequence for inappropriate behavior. Some examples:

- Notifying parent / guardian
- Disciplinary conference with administration
- Withholding of privileges (e.g. lunch detention)
- Temporary removal from classroom
- Return of property or restitution for lost, stolen, or damaged property
- In-school suspension
- Placement at CARE or RISE Academy
- Suspension from bus and / or school
- Expulsion from school

Zero Tolerance Policy



- Board Policy 7:180 explicitly prohibits bullying.
- What do people mean when they say “zero tolerance”?
- Illinois law prohibits “zero tolerance” policies in public schools.
- What does this mean for RCS?
 - Yes, there is a zero tolerance policy that prohibits bullying.
 - But, schools cannot automatically take specific disciplinary actions against students who bully.

Frequently Asked Questions



The FAQ operationalizes transparency — helping families understand the process and reinforcing accountability:

- Defines bullying in plain language and distinguishes it from peer conflict.
- Explains how investigations work and what parents can expect.
- Clarifies confidentiality limits and protection against retaliation.
- Offers flow chart visualization of the process (from report → investigation → outcome).
- Lists all points of contact (building administrators, complaint managers, Title IX coordinators).
- Links directly to Policy 7:180, the online reporting form, and restorative support resources.

<https://sites.google.com/rcs137.org/bullying-faq/home>

Types of Behaviors

<https://www.psychologytoday.com/us/blog/passive-aggressive-diaries/201211/is-it-ru-de-is-it-mean-or-is-it-bullying>



Rude	Mean	Bullying
Saying or doing something that hurts someone else	Purposefully saying or doing something to hurt someone once (or maybe twice).	Intentionally aggressive behavior, repeated over time, that involves an imbalance of power.
<i>Rudeness might look more like burping in someone's face, jumping ahead in line, bragging about achieving the highest grade, or even throwing a crushed up pile of leaves in someone's face. Any of these behaviors could appear as elements of bullying, but when looked at in context, incidents of rudeness are usually spontaneous, unplanned inconsideration, based on thoughtlessness, poor manners, or narcissism, but not meant to actually hurt someone.</i>	<i>"Are you seriously wearing that sweater again? Didn't you just wear it, like, last week? Get a life." "You are so fat/ugly/stupid/gay." "I hate you!" Make no mistake; mean behaviors can wound deeply and adults can make a huge difference in the lives of young people when they hold kids accountable for being mean.</i>	<i>Bullying entails three key elements: an intent to harm, a power imbalance, and repeated acts or threats of aggressive behavior. Kids who bully say or do something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse—even when targets of bullying show or express their hurt or tell the aggressors to stop.</i>

Example 1



Example 1: My daughter was being teased today because of her outfit. Another girl called my daughter ugly.

Is this bullying behavior? If this was the only time the child had been teased by the other girl, then no, this is not a bullying situation because it is not a repeated behavioral act. If the child had been teased by this girl in the past and there is a pattern of behavior, it may be considered bullying behavior. It is still advisable to report the concerns to the school.

Example 2



Example 2: My son got into a fight today at school with another boy. The other boy had been calling him names, and my son was standing up for himself.

Is this bullying behavior? Typically, a fight is not bullying behavior. A fight is a fight, and this would be managed as physical aggression behavior. However, if there have been repeated physical conflicts between these students, this may be bullying. The name calling may have been bullying behavior if it has been repeated.

Example 3



Example 3: My son is regularly being called names by a group of other boys. They make fun of him because of his weight, his glasses, and because he is smart. This has been going on for several weeks in classes and in the hallways.

Is this bullying behavior? This probably is bullying and needs to be fully investigated. This is repeated behavior over time and it fits the definition of bullying. The student and/or parent should immediately report the concerns to the school.

Information Items



- 11.a. FOIA requests.
- 11.b. Media
- 11.c. Student Discipline Report
- 11.d. Authorized Contracts Less than \$25,000.
- 11.e. Notification of LEA Determination
- 11.f. 2025 School Board Governance Recognition
- 11.g. Annually Required Postings / Reports
 - 11.g.1. IMRF Compensation Disclosure
 - 11.g.2. EIS Administrator and Teacher Salary and Benefits Report