

ANTI-BULLYING POLICY

The Chetek-Weyerhaeuser Area School District strives to provide a safe, secure, and respectful learning environment for all students in school buildings, on school grounds, and school buses and at school-sponsored activities. Bullying behavior is prohibited in all schools, buildings, property, and educational environments, including any property or vehicle owned, leased, or used by the school district. This includes public transportation regularly used by students to go to and from school. Educational environments include, but are not limited to, every activity under school supervision.

The intent of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring, and safe environment without fear of being bullied at school or school related activities. Bullying is anti-social behavior and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behavior, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

1. Physical (hitting, kicking, theft, etc.)
2. Verbal (threatening or intimidating language, name calling, racist remarks, etc.)
3. Indirect (spreading rumors, excluding someone from social groups, using technology in hurtful manner, and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber bullying, etc.)

Students who are being bullied may show changes in behavior, such as becoming shy and nervous, feigning illness, taking unusual absences, or clinging to adults. There may be evidence of changes in work patterns, lack of concentration, or truancy from school. Students must be encouraged to report bullying in schools.

Teaching and support staff must be alert to and aware of the signs of bullying and act promptly and firmly against it in accordance with this policy. If bullying is suspected or reported, staff will deal with the incident immediately.

PROCEDURE FOR REPORTING BULLYING/RETALIATION

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

The school official receiving a report of bullying shall immediately notify the school district employee assigned to investigate the report. The following school district employees have been identified as the investigator: building principals/assistant principals and superintendent.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

PROCEDURE FOR INVESTIGATING REPORTS OF BULLYING

The person assigned by the district to conduct an investigation of the bullying report shall, as soon as possible, interview the person(s) who are the victim(s) of the bullying and collect whatever other information is necessary to determine the facts and the seriousness of the report.

Parents and/or guardians of each pupil involved in the bullying will be notified prior to the conclusion of the investigation. The district shall maintain the confidentiality of the report and any related pupil records to the extent required by law.

IMPLEMENTATION

Schools – The following steps will be taken as appropriate when dealing with incidents:

1. A clear account of the incident will be recorded and given to the principal.
2. The principal will interview all concerned and will record the incident.
3. Parents will be kept informed.
4. Punitive measures will be used as appropriate and in consultation with all parties concerned.

Students – Students who have been bullied will be supported by:

1. Being offered an immediate opportunity to discuss the experience with a guidance counselor/school social worker or other staff of their choice.
2. Offering on-going support with the goal of restoring self-esteem and confidence.

Students who have bullied will be helped by:

1. Being offered an immediate opportunity to discuss the experience with a guidance counselor-school social worker or other staff of their choice.
2. Discovering why the student became involved.
3. Identifying the bullying behavior and the need to change.
4. Developing a plan to make amends for the incident.
5. Informing parents or guardians to help change the attitude-behavior of the student.

SANCTIONS AND SUPPORTS

If it is determined that students participated in bullying behavior or retaliated against anyone due to the reporting of bullying behavior, the school district administration and school board may take disciplinary action, including: official warning, detention, exclusion from certain areas of school premises/transportation, suspension, expulsion, and/or referral to law enforcement officials for possible legal action as appropriate. Guidance counseling staff will provide support for the identified victim(s).

Each school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school district.

LEGAL REFERENCES: Sections 118.13 Wisconsin Statutes
 PI 9, Wisconsin Administrative Code
 Title IX, Education Amendments of 1972
 Title VI, Civil Rights Act of 1964
 Section 504 of the Rehabilitation Act of 1973
 Title VII of the Civil Rights Act of 1964
 Sections 111.32 (13) and 111.36, Wisconsin Statutes
 Equal Employment Opportunities Commission Guidelines

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