

BULLYING

POLICY STATEMENT

- A. The School District of New London 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 has a harmful social, physical, psychological and academic impact on bullies, victims, and bystanders. The school district consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.
- B. Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attributes; physical or mental ability or disability; and social, economic or family status.
- C. Bullying behavior can be:
 - 1. Physical (e.g., assault, hitting or punching, kicking, theft, threatening behavior).
 - 2. Verbal (e.g., threatening or intimidating language, teasing, or name-calling, racist remarks).
 - 3. Indirect (e.g., spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet—also known as cyber bullying).
- D. 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.

POLICY PROCEDURE

- A. Reporting/retaliation:
 - 1. All school staff members and school officials who observe or become aware of acts of bullying are required to report these acts to the Building Administrator. Any other person, including a student who is either a victim of the bullying or is aware of the bullying or any other concerned individual is encouraged to report the conduct to the Building Administrator.
 - 2. 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.
 - 3. The school official receiving a report of bullying will immediately notify the school district employee assigned to investigate the report. The following school district employees have

been identified as the investigator: District Administrator, Directors, Building Administrators, school counselors, or school psychologists.

4. There will be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.
- B. Investigating reports of bullying:
1. The person assigned by the district to conduct an investigation of the bullying report will, within one school day, 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 will maintain the confidentiality of the report and any related pupil records to the extent required by law.
- C. Sanctions and supports:
1. 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: suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Pupil services staff will provide support for the identified victim(s).
- D. Disclosure and public reporting:
1. The policy will be distributed annually to all students enrolled in the school district, their parents and/or guardians and employees. It will also be distributed to organizations in the community having cooperative agreements with the schools. The school district will also provide a copy of the policy to any person who requests it.
 2. Records will be maintained on the number and types of reports made, and sanctions imposed for incidents found to be in violation of the bullying policy.
 3. An annual summary report will be prepared and presented to the school board, which includes trends in bullying behavior and recommendations on how to further reduce bullying behavior. The annual report will be available to the public.

LEGAL REFERENCE: Wisconsin Statute Section 115.28(31), 118

CROSS-REFERENCE: