



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

411.1

Bullying

River Valley School District strives to provide a safe and positive learning environment for all students. Bullying toward a student, whether by another student, staff member, or third party, is strictly prohibited and will not be tolerated.

This Policy applies to all the District's educational programs and activities, including at school, events or activities on District premises (including school grounds and any buildings owned or leased by the school district), school-sponsored events on or off school premises, and District-provided transportation (including transportation in vehicles owned or leased by the District).

Definition

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying typically is repeated over time 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.

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)

Procedure for Reporting/Retaliation

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 principal or the event/activity supervisor. 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.

Reports of bullying may be made verbally or in writing. Use of the District's Student Bullying Report Form (Policy 411.1/411.2 Exhibit 3) is encouraged. Reports may be made confidentially.

Bullying Complaint Investigations

All complaints about behavior that may violate this policy shall be investigated promptly by the building principal or designee. The parents/guardians of the students involved will be informed of the complaint and related investigation.

At the conclusion of the investigation, the principal or designee will prepare a written determination regarding whether bullying occurred. The parents/guardians of the students involved will be notified of the determination.

If the investigation finds that bullying occurred, it will result in prompt and appropriate remedial and/or disciplinary action. This may include student discipline, up to and including suspension or expulsion from school and termination from employment.

If, during an investigation of a reported act of bullying in accordance with this policy, the principal determines that the reported misconduct may constitute harassment or discrimination based on a protected class in violation of Policy 411 – Student Nondiscrimination and Equal Education Opportunity or Policy 411.2 – Student Anti-Harassment, the principal will refer the complaint to a Compliance Officer listed in those policies. The Compliance Officer will determine the complaint procedures that will be followed for the complaint investigation.

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

Disclosure and Public Reporting

The policy will be distributed annually to all students enrolled in the school district, their parents and/or guardians and employees. The school district will also provide a copy of the policy to any person who requests it.

CROSS REFERENCE:

- Policy 443 - Code of Classroom Conduct
- Policy 446.2 - Student Suspensions/Expulsions
- Policy 411 Student Nondiscrimination and Equal Educational Opportunity
- Policy 411.1/411.2 Exhibit 3 Student Bullying Report Form
- Policy 411.2 – Student Anti-Harassment
- Policy 743 - Acceptable Use of Networked Computers, Electronic Mail, and Internet Safety Policy
- District Handbooks (Students and Staff)
- Anti-Bullying Responsibilities Chart
- Policy 411.5/511.3 Nondiscrimination on the Basis of Sex (Title IX) in Education Programs or Activities and Related Grievance Process
- Policy 411.3 Title IX: Sexual Harassment Policy for Students and Other Applicable Individuals
- Policy 511.2 Title IX: Sexual Harassment Policy for Employees

LEGAL REF.: Section 118.46 Wisconsin Statutes

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