Prohibition Against Bullying

Policy

The Board of Education finds that bullying can be detrimental to the physical, psychological, social and emotional well-being of the entire school community. Bullying frequently involves an actual or perceived imbalance of power and can interfere with students’ ability to learn and participate in the educational environment. Bullying, including cyber-bullying, is contrary to State law and the policy of the District. Because of the serious nature of bullying, the Board of Education is committed to educating the entire school community about the negative effects of bullying and preventing bullying.

No student shall be bullied for any reason: a) during any school-sponsored education program, event or activity; b) while on or within sight of school grounds, as that term is defined in District policy 6040 or while traveling to or from school or school related events; or c) through the transmission of information to or from a computer, a computer network, or other similar electronic equipment that creates a nexus to the school environment, or d) through use of technology that is not tied to the District but which is reported to the school and causes a substantial disruption to the educational process or school operations. This prohibition includes, but is not limited to, the School Code’s prohibition against bullying on the basis of an actual or perceived legally protected category, such as a student’s race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, gender related identity or expression, military status, association with a person or group with one or more of the aforementioned actual or perceived characteristics or any other distinguishing character.

No individual shall be retaliated against for reporting or participating in the investigation of bullying. A person determined to have engaged in reprisal or retaliation, or a person found to have falsely accused another of bullying as a means of retaliation or as a means of bullying, may be subject to discipline and/or referral to appropriate support services related to bullying prevention.

The Superintendent or his/her designee shall develop appropriate school support services designed to prevent bullying and/or address the impact of bullying on individuals and/or the school community. This may include social work or psychological services, restorative measures, social-emotional skill building, counseling, threat assessments/crisis intervention, and referrals to community based services. A trained social worker, psychologist, or guidance counselor may provide behavioral intervention services based on the student’s need. School administrators or their designee also may provide positive behavior interventions.

Nothing in this policy is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 of Article I of the Illinois Constitution.
RULES AND REGULATIONS

Definitions

Bullying, including cyber-bullying, is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or reasonably can be predicted to have the effect of one or more of the following:

1. Placing the student(s) in reasonable fear of harm to his/her person or property;
2. Causing a substantially detrimental effect on the student’s or students’ physical or mental health;
3. Substantially interfering with the student’s or students’ academic performance; or
4. Substantially interfering with the student’s or students’ ability to participate in or benefit from the services, activities, or privileges provided by the District.

Bullying includes conduct such as: harassment, threats, intimidation, stalking, physical violence, sexual harassment, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. The list is illustrative and not exhaustive.

“Cyber-bullying” means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photooptical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. “Cyber-bullying” includes, but is not limited to:

1. The creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section;

2. The distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Definitions section; and

3. The transmission of information from a computer that is accessed at a non-school-related location, or from the use of a device that is not owned or used by the school district if the bullying causes a substantial disruption to the educational process or orderly operation of a school.
Reporting Procedure

1. **Students.** Students who believe they have been subject to or witnessed bullying may file a complaint with any of the following persons: a staff member (including coaches or sponsors of extracurricular or extra class activities), supervisor or principal at the building in which they attend school or the Director of Crisis Intervention and Safety.

2. **Parents.** Parents who believe their child or other students in their child’s school are being bullied may report their concerns to the building principal or his/her designee in the first instance. If they feel that the building level response has been insufficient or the aggressor is a building administrator, reports may be made to the Director of Crisis Intervention and Safety.

3. **School Personnel.** Any employee, contracted agent or volunteer who witnesses what is reasonably believed to be bullying or who receives a student complaint of bullying shall notify a building administrator or the Director of Crisis Intervention and Safety. Employees are not required to monitor non-school related activity, but must respond to reports that cyber-bullying has occurred.

4. **Others.** Anyone other than a student or school personnel wishing to present an allegation of bullying may contact the Office of the Director of Crisis Intervention and Safety.

5. **Anonymous Reports.** Any person also can anonymously report bullying using the District’s anonymous tip line:

   [https://safe2speakup.com/report/?id=96d2d7b1371b41a7b2c61c7053382581.](https://safe2speakup.com/report/?id=96d2d7b1371b41a7b2c61c7053382581)

If an allegation of bullying includes discrimination or harassment on the basis of a legally protected category, the District Coordinator for Nondiscrimination/Title IX Coordinator also may be notified or any Complaint Manager.

The Superintendent shall insert in this policy the contact information for the Director of Crisis Intervention and Safety and the Coordinator for Nondiscrimination. Names, titles and contact information for these individuals and the Complaint Managers also shall be included in the District’s parent/student handbook and on the District’s website.

<table>
<thead>
<tr>
<th>Director of Crisis Intervention and Safety</th>
<th>Coordinator for Nondiscrimination/Title IX Coordinator</th>
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<tbody>
<tr>
<td>Dr. Robert Lopez</td>
<td>Ms. Kristine Shrode</td>
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<tr>
<td>1201 N. Sheridan Road</td>
<td>1201 N. Sheridan Road</td>
</tr>
<tr>
<td>Waukegan, Illinois 66085</td>
<td>Waukegan, Illinois 66085</td>
</tr>
<tr>
<td>Telephone: 224-303-1084</td>
<td>Telephone: 224-303-1124</td>
</tr>
<tr>
<td><a href="mailto:crisis-safetymanagement@wps60.org">crisis-safetymanagement@wps60.org</a></td>
<td><a href="mailto:nondiscrimination_coordinator@wps60.org">nondiscrimination_coordinator@wps60.org</a></td>
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</tbody>
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Contact information for each building principal is available on the District’s website, [www.wps60.org](http://www.wps60.org), on the Schools page under “school administrators”. 

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**STUDENTS**
District Procedure for Responding to a Report of Bullying

1. **Investigation.** Investigations of bullying shall be conducted consistent with District procedures for investigating student misconduct. When the bullying allegation or investigation suggests a potential discriminatory basis for the bullying, the District Coordinator for Nondiscrimination minimally shall be notified and may participate in or lead the investigation. The Director and other school support personnel knowledgeable about bullying and bullying prevention may be consulted as needed during the course of the investigation.

Reasonable efforts will be made to complete the investigation within ten (10) school days after the date the report of the incident of bullying was received, taking into consideration additional relevant information received during the course of the investigation about the reported incident of bullying. When applicable, the investigation must determine, in the first instance, whether a report of cyber-bullying is within the permissible scope of the District’s jurisdiction. If the cyber-bullying causes a substantial disruption to the educational process or orderly operation of a school, it is within the scope of the District’s jurisdiction to investigate.

2. **Parent Involvement.** To the extent allowed by federal and State laws and rules governing student privacy rights, Parents of students involved in a bullying allegation will be provided with information regarding the investigation; have an opportunity to meet with the assigned investigator to discuss the investigation, findings and steps taken to address the incident; and will be provided with information regarding the availability of social work services, counseling, school psychological services, other interventions, and restorative measures, as appropriate.

Notification of Policy

1. **Students/Parents.** Students and parents or guardians shall be notified of this policy annually through the Parent/Student Handbook on Rights, Responsibilities and Discipline.

2. **School Personnel.** School personnel, who for purposes of this policy include contractors and volunteers, shall be provided a copy of this policy at the time of hire/engagement and annually thereafter. Distribution may be by electronic means.

3. **Community.** The policy shall be posted on the District’s website and is available on request at the Principal’s office of any District school, the Superintendent’s office or the Office of Student Support Services.

4. **Periodic Reminder.** Students and staff will be provided a copy of the bullying policy at least one time per semester. Students additionally will be reminded of the policy when a student engages in or is a victim of misconduct that is classified as bullying following
investigation by school administration. Such delivery may be by way of paper copy or electronic means using District email addresses and a link to the District’s policy.

**Review**

This policy minimally shall be reviewed and re-evaluated by the District’s discipline committee every 2 years and filed with the State Board of Education as necessary and appropriate. Data reviews resulting from evaluation of this policy will be made available on the District’s website. Such reviews minimally will include:

1. The frequency with which bullying is determined to have occurred;
2. Student, staff, and family observations of safety at a school;
3. Identification of areas of a school where bullying occurs;
4. The types of bullying utilized; and
5. Bystander intervention or participation.

Report content may change, consistent with changes to State law and/or the requirements of the Illinois State Board of Education.

**Source:**

105 ILCS 5/10-20.14 Student Discipline Policies; Parent Teacher Advisory Committee
105 ILCS 5/10-22.6 Suspension or Expulsion of Pupils; School Searches
105 ILCS 5/24-24 Maintenance of Discipline
105 ILCS 5/27-23.7 Bullying Prevention
740 ILCS 23/5 *Illinois Civil Rights Act of 2003*
775 ILCS 5/5-101 et seq. Public Accommodations *(Illinois Human Rights Act)*
Ill. Const. art. I §3 Religious Freedom
Ill. Const., art. I, § 18 No Discrimination on the Basis of Sex
20 USC § 1681 et seq. Title IX of the Education Amendments of 1972
29 USC § 794 Nondiscrimination Under Federal Grants and Programs *(Section 504 of the Rehabilitation Act)*
42 USC § 2000d et seq. Title VI of the *Civil Rights Act of 1964*
42 USC § 12111 et seq. *Americans with Disabilities Act of 1990*
42 USC § 1412(a)(1) Free Appropriate Public Education – IDEA
U.S. Const. amend. I Freedom of Religion and Expression
Cross Ref.: 4308 District Related Website Publications
5224 Instruction in Select Student Welfare and Safety Issues
5226 Student Social and Emotional Development
6013 Suspension and Expulsion of Students
6020 Equal Educational Opportunity and Nondiscrimination
6021 Harassment of Students Prohibited
6022 Students with Disabilities Under Section 504
6036 Suicide/Threat Awareness and Prevention
6039 Prohibition against Teen Dating Violence
6040 Discipline of Students
6042 Student Publications
6043 Student Technology Usage
6044 Student Possession and Use of Portable Electronic Devices, Including Cellular Phones
6047 Gang and Gang Related Activities
7040 Child Find

Adopted: August 10, 2010
April 30, 2013

Technical changes: May 27, 2014

Reviewed and revised: April 14, 2015
March 28, 2017
August 28, 2018