

## STUDENT PERSONNEL

### Series 400

Policy Title . . . Bullying Policy

Code No. 443.71

The Burlington 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 has a harmful social, physical, psychological and academic impact on bullies, targets and bystanders. The school district consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

#### **Definition**

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; color; 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/Relational Aggression (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)

#### **Prohibition**

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. Educational environments include, but are not limited to, every activity under school supervision. The Superintendent will develop guidelines to implement this policy.

Date of Review:

July 26, 2010

August 9, 2010

Date of Adoption:

September 21, 2010

Legal Reference: 2009 WI Act 309

Section 118.46(2)

**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 school counselor.

Any other person, including a student who is either a target of the bullying or is aware of the bullying or any other concerned individual is encouraged to report the conduct to a trusted school employee (teacher, aide, the school principal or counselor).

Reports of bullying may be made verbally or in writing and to the extent possible the identity of the person making the report will be shielded. 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 investigators:

Burlington High School

Eric Burling, Principal  
Eric Plitzuweit, Assistant Principal  
Joel Graham, Assistant Principal  
Jeremy Andersen, Assistant Principal  
Tamara Albrecht, Counselor  
Jennifer Reuchlen, Counselor  
Leah Jagodzinski, Counselor  
Haley Guillien, Counselor

Dyer Intermediate School

Scott Schimmel, Principal  
Matt Behringer, Assistant Principal  
Andrea Donegan, Counselor  
Becky Hoesly, Counselor

Nettie E. Karcher Middle School

Jill Oelslager, Principal  
Matt Behringer, Assistant Principal  
Steve Berezowitz, Counselor  
Jean Freund, Counselor

Cooper Elementary School

Christine Anderson, Principal  
Jenny Holle, Counselor

Lyons Center School

Susan Mosher, Principal  
Becky Hoesly, Counselor

Waller Elementary School

Victoria Libbey, Principal  
Melinda Hoffman, Counselor

Winkler Elementary School

Jacqueline Syens, Principal  
Becky Hoesly, Counselor

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 reasonable, but within no more than one school week, interview the person(s) who are the target(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. To the extent possible, the identity of the person reporting the bullying shall be shielded. The district shall maintain the confidentiality of the report and any related pupil records to the extent required by law.

### **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 but not limited to: detentions, counseling, suspension, expulsion and/or referral to law enforcement officials/human services staff for possible legal action as appropriate. Individual school discipline codes should be consulted for consequences. Pupil services staff will provide support for the identified target(s) including active follow up which shall be documented.

### **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. 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.

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.

An annual summary report shall 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.