

HARASSMENT POLICY – STUDENT

411.1

Subject: HARASSMENT/Bullying/Hazing (student)

The School District of Phillips shall strive to maintain and ensure a learning and working environment free of any form of harassment, bullying, hazing or intimidation toward or between students and employees.

Harassment

Refers to physical or verbal conduct which interferes with a person's work or school performance, or which creates an intimidating, hostile or offensive school or work environment. Examples of conduct prohibited under this policy include, but are not limited to, the following:

- Physical or mental abuse.
- Verbal comments or other expressions which insult, degrade or stereotype any person or group because of sex, race, religion, national origin, color, disability, sexual orientation or other protected status.
- Unwelcome sexual advances. This includes but is not limited to acts such as patting, pinching, brushing up against, hugging, cornering, kissing or any similar physical contact that is considered unacceptable by another individual.
- Requests or demands for sexual favors. This includes subtle or blatant expectations, pressures or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequence concerning one's employment or academic status.
- Verbal abuse or joking that is sexually oriented and considered unacceptable by another individual.
- Other unwelcome verbal or physical conduct of a sexual nature. "Sexual harassment" includes conduct directed by a person at another person of the same or opposite sex.

The District shall not tolerate any form of harassment and shall take necessary steps to prevent such harassment from occurring. Any employee or student who engages in harassment shall be disciplined in accordance with established procedures and/or provisions of the current employee agreement.

Bullying

Bullying is defined as the repeated intimidation of others by the real or threatened infliction of physical or emotional abuse, through verbal, written, electronically transmitted means, or through attacks on the property of another. It may include, but is not limited to, action such as verbal taunts, spreading rumors, name-calling and put-downs, extortion of money or possessions and exclusion from peer groups within the school. Such conduct based on race, ethnicity, disability, gender or sexual orientation may contribute to harassment and discrimination in the school environment.

Students who engage in any act of bullying at school, at a school function, or in connection to any activity sponsored by the District, or while en route to or from school are subject to disciplinary action in accordance with Board Policy, up to and including suspension or expulsion.

Students and employees shall be informed annually of this prohibition via the parent/students handbook, employee handbook, or other such publications. This policy shall not be interpreted to prohibit a reasonable and civil exchange of opinions or debate, which is protected by state or federal law (see Bullying Policy No. 443.71).

Hazing

Hazing is defined as any intentional, knowing or reckless act meant to induce physical pain, embarrassment, humiliation, deprivation of rights, or that creates physical or mental discomfort, or that results in property damage or theft, and is directed against a student for the purpose of being initiated into, affiliating with, holding office in (collectively called initiation activities), or maintaining membership in any organization, club or athletic team sponsored or supported by the District and whose membership is totally or predominately other students from the District. Hazing is prohibited and applies to any and all student-sponsored and adult-sponsored activities that have not been approved by the District. An example of an approved school-sponsored initiation activity is the ceremony for the induction of students into the National Honor Society.

Students engaging in any hazing or hazing-type behavior that is in any way connected to any activity sponsored or supported by the District will be subject to disciplinary actions in accordance with Board Policy, up to and including suspension or expulsion. Students and employees shall be informed annually of this prohibition via the parent/student handbook, employee handbook or other such publications.

Any person who believes he/she has been harassed or has knowledge that a policy violation has occurred may file a complaint with the high school/middle school principal, elementary principal or Director of Pupil Services, in accordance with established complaint procedures. All harassment complaints shall be seriously and properly investigated, and appropriate actions shall be taken to prevent or correct harassing behavior.

Students and others are prohibited from retaliating against those who report incidents of bullying or hazing or who assist in an investigation. If it is determined by the administration that retaliation has occurred, the individual will be subject to suspension, and expulsion may be considered.

Employees who participate in, allow or knowingly fail to enforce this policy will be subject to disciplinary action.

Furthermore, as may be required by law, law enforcement officials shall be notified of bullying or hazing incidents.

*LEGAL REF: Sections 111.31 WI Statutes
111.32(13)
118.13
Title VII, Civil Rights Act of 1964
Title IX, Education Amendments of 1972
PI 9, Wisconsin Administrative Code*

*CROSS REF.: GBAA-R/JBA-R, Harassment Complaint Procedures
GBA, Equal Opportunity Employment
JB, Equal Educational Opportunities
JG, Student Discipline
Current Employee Agreement(s)*

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