

Policies of the Board of Education

Section I Students

STUDENT HARASSMENT, INTIMIDATION AND BULLYING 900.53

The Lake Country School Board strives to maintain a school environment free from all forms of harassment, intimidation and bullying and to insist that all students are to be treated with dignity, respect, and courtesy. As such, harassment, intimidation, or bullying of students in any form is prohibited, and the district will take all necessary and appropriate action to eliminate such conduct.

For the purpose of this policy, harassment includes verbal comments or other expressions that insult, degrade, or stereotype any person or group based, in whole or in part, on sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or any other factor which substantially interferes with a student's school performance or creates an intimidating, hostile or offensive school environment.

"Harassment" also includes sexual harassment, which for the purpose of this policy, refers to behaviors that are not welcome, that are personally offensive, that debilitate morale, and that interfere with the academic performance of its victims or their peers. Sexual harassment may include, but is not limited to, actions such as sexually-oriented verbal "kidding" or abuse, pressure for sexual activity, sexual contact and unwelcomed touching, display of sexually suggestive objects or pictures, demands for sexual favors accompanied by implied or overt promises of preferential treatment or threats concerning an individual's acceptance of resistance to, or refusal of sexual overtures.

Intimidation is defined as an individual intentionally behaving in such a way as to make another feel timid or fearful to a degree that goes beyond what would be reasonably construed as constructive criticism. This includes overt or implied threats and/or physical gestures.

Bullying is defined as a form of aggression in which there is an imbalance of power between the bully and the victim. Bullying can be physical, verbal, or psychological and is of a repetitive nature. It can be direct (face to face) or indirect (behind someone's back). Indirect bullying includes exclusion and gossip. Direct bullying includes, but may not be limited to, striking, shoving, kicking, throwing object at, or otherwise subjecting another person to physical contact or attempting or threatening to do the same; name-calling; or engaging in a course of conduct or repeatedly committing acts which intimidate, cause discomfort, or humiliate another person, or which interferes with the victim's academic or work performance.

Harassment, intimidation, and bullying (including through the use of digital technologies (e.g., cyberbullying)) are prohibited in all academic and nonacademic settings. This includes, but is not limited to, school classrooms and hallways, school buses, cafeteria, athletic competitions, field trips, locker rooms, cooperative work programs.

This policy also prohibits harassment, intimidation, and/or bullying from third parties not directly subject to district control (i.e., persons who are not students or employees) when such persons are engaged in school district/Recreation Department-sponsored activities. Examples of third parties include audiences and competitors at inter-district athletic competitions, service contractors, school visitors, and employees of businesses or organizations participating in cooperative work programs with the district.

Sexual harassment, intimidation or bullying by staff toward any student shall be presumed unwelcomed and such conduct will be grounds for discipline up to and including discharge.

Students who instigate any type of harassment, intimidation, or bullying are subject to disciplinary action up to and including expulsion. Students or staff who engage in retaliatory conduct against a complainant also will be subject to discipline under this policy.

Any person who believes that a student has been the subject of harassment, intimidation or bullying, including the student him/herself, shall report the incident to the building principal or a school counselor and process a complaint pursuant to this policy. Students reporting incidents of harassment, intimidation and/or bullying in good faith will be protected from retaliation.

The District will act promptly to investigate all complaints, formal or informal, verbal or written, of harassment, intimidation, or bullying and take appropriate action to protect individuals from further harassment, intimidation, or bullying. If it determines that a violation of this policy has occurred, the district will promptly and appropriately discipline the offender, and/or take appropriate action reasonably calculated to end the behavior. The School Board will not tolerate any conduct, which fails to comply with the letter and spirit of these guidelines.

Building principals shall be responsible for informing students, parents and guardians, and staff of this policy annually and for overseeing its proper implementation.

Legal References:

Wisconsin Statutes:

- Section 118.13 [student nondiscrimination]
- Section 118.46(2) [student bullying policy required]
- Section 120.13(1) [school board power to set conduct rules and discipline students]
- Section 947.0125 [unlawful use of electronic communications]
- Section 947.013 [harassment prohibited]
- Section 948.51(2) [hazing prohibited]

Wisconsin Administrative Code:

- PI 9.02(9) [student harassment defined]
- PI 9.03(1) [student nondiscrimination policy prohibiting harassment required]

Federal Laws:

- Title IX, Education Amendments of 1972 [sex discrimination in educational programs, includes sexual harassment]

Cross References:

900.53 Rule

Adoption Date:

1st Board Reading – Dec. 19, 2006

2nd Board Reading – Jan. 23, 2007

Revised on 12/14/12