Bullying and Harassment Policy

This policy covers conduct that takes place in the school, on school property, at school-sponsored functions and activities, and on school buses. This policy also pertains to usage of electronic technology and electronic communication that occurs in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles, and on school computers, networks, forums, and mailing lists. This policy applies to the entire school community, including educators, school staff, students, parents and volunteers.

HARASSMENT/BULLYING OF STUDENTS IS PROHIBITED: No person, including a Marklund employee or agent, or student, shall harass or intimidate another student upon a student's sex, color, race, religion, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status.

Marklund will not tolerate harassing or intimidating conduct, whether verbal, non-verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment.

BULLYING: Bullying involves repeated acts of physical, emotional, or social behavior that are intentional, controlling, and hurtful. Bullying can be direct or indirect. Direct bullying usually is seen and felt. Indirect bullying (name-calling, deliberate exclusion, etc.) is much more difficult to identify, often is more difficult to remedy, and should be seen as different from the more "traditional" direct bullying but still is recognized clearly as bullying.

Examples of prohibited conduct include, but is not limited to, name-calling, using derogatory slurs, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Cyberbullying is a subset of bullying, hazing, and harassment. Cyberbullying is defined as the use of e-mail, instant messaging, text messaging, use of social networking sites, chat rooms, cell phones, or other forms of technology to deliberately bully, haze, harass, threaten, or intimidate someone. Cyberbullying can include, but is not limited to, such acts as making threats, provocative insults or racial or ethnic slurs, or demeaning remarks about one's sexual orientation.

Complaints of harassment or intimidation are handled according to the provisions on bullying/ harassment, below. The Director of Education, or his/her designee, shall use reasonable measures to inform staff members and students that the Marklund will not tolerate harassment, such as by including this policy in the registration packet.

Students who believe they are victims of bullying/harassment or have witnessed bullying/harassment are encouraged to discuss the matter with any staff member. All reasonable efforts will be made to complete the investigation within 10 school days after the date the report of bullying was received. Reporter(s) will be kept confidential to the extent possible given the need to investigate.

Consistent with Federal and State laws and rules governing student privacy rights, the Director of Education or designee shall promptly inform parents/ guardians of all students involved in the alleged incident of bullying and discuss, as appropriate, the availability of social work services, and other interventions.

In addition, the Director of Education or designee shall, consistent with Federal and State laws and rules governing student privacy rights, provide parents/ guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Director of Education or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

An allegation that one student was bullied/harassed by another student shall be referred to the Director of Education for appropriate action, which may include suspension and termination of placement. This policy will be distributed annually to parents and staff will be in-service annually. 105 ILCS 5/27-23.7