

## 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. 105 ILCS 5/27-23.7

**HARASSMENT/BULLYING OF STUDENTS, in any form, IS PROHIBITED by State law and Marklund Day School.** 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" includes "cyber-bullying" and means 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 can be reasonably predicted to have the effect of one or more of the following:

- 1) placing the student or students in reasonable fear of harm to the student's or students' 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 a school.

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.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Complaints of bullying, 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 and annual staff in-servicing.

Students or any individual who believe they are victims of bullying/harassment or have witnessed bullying/harassment are encouraged to immediately report the matter with any staff member or directly to the Director of Education. The Director of Education, Paula Bodzioch, can be reached directly via phone at 630.397.5684 or via email at [pbodzioch@marklund.org](mailto:pbodzioch@marklund.org).

All reasonable efforts will be made to complete the investigation within 10 school days after the date the report of bullying was received. The investigation will involve appropriate school personnel with knowledge, experience, and training on bullying prevention, as deemed appropriate. Reporter(s) will be kept confidential to the extent possible given the need to investigate.



Bloomington Campus: 164 S. Prairie Ave, Bloomington, IL 6010  
Elgin Campus :1435 Summit Street, Elgin, IL 60120  
Geneva Campus :15376 Wyatt Drive, Geneva, IL 60134  
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630.307.1882 MAIN NUMBER

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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, other interventions, and restorative measures.

"Restorative measures" means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school. (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Illinois Human Rights Act.

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.

Marklund Day School prohibits reprisal and retaliation against any person who reports an act of bullying. An allegation that one student was bullied/harassed by another student or instances of reprisal and retaliation shall be referred to the Director of Education for appropriate action, which may include suspension and/or termination of placement.

Marklund Day School will take appropriate remedial actions for a person found to have falsely accused another of bullying as a means of retaliation or as a means of bullying.

This policy will be distributed annually to parents. School staff will be in-service upon hire and annually. Marklund Day School will evaluate the process and effectiveness of this policy annually, including but not limited to, the following factors:

- 1) Number of incidences of bullying.
- 2) Areas within the school in which bullying has occurred.
- 3) Types of bullying that are occurring.
- 4) Bystander intervention or participation.
- 5) Student, staff, and family observations of safety at school.

Marklund Day School will post the results of the evaluation on the website annually.

This policy has been developed and is reviewed annually by Marklund Day School leadership team in conjunction with various stakeholders. This policy is consistent with the policies of Marklund and Marklund Day School. The bullying and harassment policy can be found on the Marklund Day School website ([www.marklund.org/school](http://www.marklund.org/school)), along with all other school policies. The policy is included within the annual school registration packet/handbook.

Revised Date: 08/23/2023



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