

Section 200: Client Related

Policy #272

Anti-Bullying and Harassment Policy:

Revised 7/29/21

In accordance with Illinois State Department of education 105 ILCS 5/27- 23.7:

The Glenholme School has a zero tolerance for bullying, intimidation, and harassment. It is detrimental to the learning environment for both the student and the educator. All students deserve equal access to a safe, non-hostile learning environment for academic success.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

- a. During any school-sponsored education program or activity.
- b. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
- c. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
- d. Through the transmission of information from a computer that is accessed at a non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by a school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This item (4) applies only in cases in which a school administrator or teacher receives a report that bullying through this means has occurred and it does not require a district or school to staff or monitor any non-school- related activity, function, or program.

Definition:

In accordance with 105 ILCS 5/27- 23.7 The Glenholme School defines bullying as follows:

Bullying," including "cyberbullying," is 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:

- a. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
- b. Causing a substantially detrimental effect on the student's or students' physical or mental health;
- c. Substantially interfering with the student's or students' academic performance; or

d. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms as detailed under 105 ILCS 5/27-23.7, 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.

The bullying policy is provided to school administrators, school board members, school personnel, parents, guardians, and students and is included in the parent/student handbook.

Bullying is contrary to state law and the policy of the school or school district.

Reporting procedure:

Privacy and procedures consistent with federal and state laws and rules governing student privacy rights includes procedures or promptly informing parents or guardians of all students involved in the alleged incident of bullying and discussing, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. An anonymous reporting box is located in each cottage for students to report incidents, collected weekly. Any other reports of bullying concerns should be reported to the dean of students at mcipriani@devereux.org

Investigation procedure:

Prompt investigating and addressing reports of bullying, including the following:

a. Making all reasonable efforts to complete the investigation within ten (10) school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information received during the investigation about the reported incident of bullying.

b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.

c. Notifying the principal or school administrator or his or her designee of the report of the incident of bullying as soon as possible after the report is received.

d. Consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school administrator or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

Consequences to address bullying, may include, but are not limited to social work services, restorative measures, social- emotional skill building, counseling and, school psychological

services. Based on severity of the incident, administration would determine alternative programming to provide additional level of support or possible suspension. If a false accusation of bullying is reported the student will be required to do restorative work to understand the level of seriousness for their actions and may result in suspension and or termination of placement. In accordance with this policy appropriate disciplinary consequences will be determined and include suspension and termination of placement may be considered as a result of substantiated bullying.

The Glenholme School prohibits reprisal or retaliation against any person who reports an act of bullying and the consequences and appropriate remedial actions for a person who engages in reprisal or retaliation.

An evaluation process to assess the outcomes and effectiveness of the policy includes, factors such as:

- a.) The frequency of victimization.
- b.) Student, staff, and family observations of safety at a school.
- c.) Identification of areas of a school where bullying occurs.
- d.) The types of bullying that are common or occurring.
- e.) Bystander intervention or participation

This policy will be shared with parents, students and staff on an annual basis through the parent/student handbook. In addition please reference all other client related policies in section 200 of Devereux Glenholme policy manual.