STUDENTS

Bullying and Other Harassment of Students

No person, including a District employee or agent, or student, shall harass, intimidate, bully, or cyber-bully a student or staff member based upon race, color, nationality, sex, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, or other protected group status.

The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of Education, that unreasonably interferes with a student’s educational performance, or that substantially disrupts the school or work environment. Examples of prohibited conduct and bullying include name-calling, using derogatory slurs, threatening or causing physical harm, wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above. This includes any form of electronic (cyber) bullying, conducted outside the school environment, even when conducted via non-District owned equipment.

Complaints of harassment, intimidation or bullying/cyber-bullying are handled according to the provisions on sexual harassment in policy 700.02. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, intimidation or bullying/cyberbullying.

Definitions

Bullying means a 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 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 the school or School District.

Bullying may take various forms, including, but not limited to, 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 illustrative and non-exhaustive.

Hazing is any act that subjects a student to electronic, written, physical or verbal harassment, mental or physical discomfort, intimidation, embarrassment, ridicule, or demeaning activity committed by an individual student or group of students for the purpose of initiation, maintaining membership, or holding office in any organization, club or athletic team, whether or not such group is recognized or informal.

Harassment includes any unwelcome electronic, written, physical or verbal conduct, contact or communication that is motivated by or related to individual characteristics such as race, color, national origin, gender, gender identity, economic status, disability, religion, religious affiliation or sexual orientation and that creates or can reasonably be predicted to create an intimidating, hostile or offensive educational environment. Although
harassment that creates an intimidating, hostile or offensive environment can take many forms, some examples include name-calling, jokes, gestures or looks, posting, or distribution of derogatory pictures, notes or graffiti, blocking, pushing, hitting or other forms of physical aggression. Harassment may also include such conduct as persistent unwelcome attempts to interact with another, gesturing in a suggestive fashion, spreading of rumors, aggressive physical conduct such as kissing, touching or pulling at clothes. Sexual harassment also includes unwelcome sexual advances or requests for sexual favors when:

1. Submission to such conduct is made either implicitly or explicitly a term or condition of the receipt of educational or other school-related benefits; or
2. Submission to or rejection of such conduct by an individual is used as the basis for educational or other school-related decisions affecting that individual.

Making a Complaint
Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, a Building Principal, a Complaint Manager, or any staff member with whom the student is comfortable speaking. In addition, Students can anonymously report incidents via the confidential reporting link on the District 29 homepage. An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal for investigation and appropriate action.

The Superintendent shall insert into this policy the names and contact information of the District’s current Nondiscrimination Coordinator, Principals, and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator: Tom Beerheide (847-881-9457; beerheidet@sunsetridge29.org)

Building Principal:
Dr. Mary Frances Greene, Middlefork School (847-881.9505; greenem@sunsetridge29.org)
Dr. Ivy Sukenik, Sunset Ridge School (847-881-9405; sukeniki@sunsetridge29.org)

Complaint Managers: Ms. Emily Dunham (847-881-9518; dunhame@sunsetridge29.org)
Dr. Edward Stange (847-881-9456; stangee@sunsetridge29.org)

The Superintendent shall also use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment.

34 C.F.R. Part 106.
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

APPROVED: December 2019