

Students

Bullying

The District is committed to providing a safe environment for its students. Bullying adversely affects student education and disrupts a safe environment. Bullying in its various forms may constitute unlawful discrimination, unlawful hazing, unlawful harassment, and violations of criminal statutes.

Bullying is prohibited. Further, any conduct that substantially interferes with a student's school progress or creates an intimidating or hostile school environment is prohibited.

Each of the following forms of bullying which takes place in school, during a school sponsored or school supervised activity, on school property, including any property or vehicle owned, leased or used by the school district (including any school buses or public transportation regularly used by students to go to and from school), or through the use of school equipment, (e.g. cyber-bullying) is prohibited:

- Student-to-student bullying
- Student-to-staff bullying
- Adult-to-student bullying
- Reprisal and/or retaliation due to reporting bullying

Definition

Bullying is behavior that always involves an imbalance of power (physical or social) between the person doing the bullying and the target of the behavior. Bullying is a pattern of behavior that is repeated over time and can take many forms. Bullying is deliberate or intentional, unprovoked behavior that is intended to intimidate, cause fear, or humiliate another. The person who is bullied has difficulty defending himself or herself.

Bullying may be physical such as assaults, shoving, punching, tripping, kicking, and/or taking or damaging personal property. Bullying may be non-physical such as verbal assaults, verbal threats or intimidation, social exclusion and isolation, extortion, teasing, spreading rumors, making insults, name calling, glaring, and the use of a computer or telecommunications to send embarrassing, slanderous, threatening and/or intimidating messages. Further, non-physical bullying can take the form of slurs, jokes, innuendos, demeaning comments, drawing pictures, pranks, gestures, false accusations and hazing.

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Complaint Procedures

It is the responsibility of students and staff to report acts of bullying that occur at school or at a school sponsored activity. Parents, volunteers and visitors are encouraged to do so as well.

The principal and/or principal's designee will receive school bullying complaints. Complaints may be made confidentially. Upon receipt of a complaint, the principal or designee will conduct an investigation to determine whether the acts alleged are in violation of District policy. The investigation should be completed as soon as reasonably possible. Parents/guardians of each pupil involved in the bullying will be notified prior to the conclusion of the investigation.

All reports of bullying should be taken seriously. Reports made in good faith will not reflect upon the reporter's status. Neither will it affect a student's grades.

Complaint Resolution

In the event the principal and/or principal's designee determines that a student has violated this Administrative Regulation, the principal or principal's designee may impose those consequences contained in the Racine Unified School District Code Book of Rights and Responsibilities, including suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Principals and their designees are encouraged (1) to provide bullying education to both actor and victim and (2) to provide support for both actor and victim.

Support

The District will:

1. Provide a copy of this Administrative Regulation to all staff members.
2. Provide professional development regarding bullying to all staff members.
3. Include a copy of this Administrative Regulation in the Code Book of Rights and Responsibilities.
4. Post this Administrative Regulation on the District's website.
5. Provide age appropriate instruction on bullying and bullying prevention through a research-based curriculum.

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Annual Report

Results of school investigations will be compiled and sent to the Director of Student Services on or before June 30th of each year. An annual report will be filed with the Racine Unified School District Board of Education and will be available to the public upon request.

Legal References: Sec. 118.01(2)(d)8 Wis. Stats., Sec. 118.13 Wis. Stats.,
Sec. 948.51(2) Wis. Stats., Sec. 947.013 Wis. Stats.,
Sec. 947.0125 Wis. Stats., Sec. 895.77(2) Wis. Stats.,
Sec. 120.13(1)(b) Wis. Stats.

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