

Students

Bullying and Harassment

The District is committed to providing a safe environment for its students. Bullying and harassing behaviors engaged in by any member of the school community, including but not limited to students, staff, contracted staff, outside vendors and contractors, and volunteers, are strictly prohibited as they adversely affect a student's education and disrupt a safe environment.

Definitions

Bullying is repetitive, deliberate, unfair, one-sided behavior that involves unequal power, and is done with the intention of physically, emotionally, or mentally harming others, whether directly, indirectly or electronically.

Bullying behavior may be demonstrated through varying forms, including:

Physical Bullying involves the use of physical force (e.g., hitting, kicking, slapping, tripping, spitting) to victimize an individual or group of students.

Verbal Bullying involves oral or written communication that causes harm to the victim including but not limited to taunting, name calling, threats, offensive language or notes, and derogatory hand gestures.

Relational/Social Bullying involves behaviors designed to socially exclude or damage the reputation of the victim, including but not limited to rumor spreading, social isolation, ignoring, and encouraging others to not be friends with the individual.

Cyberbullying involves behaviors with the intent of harming an individual through electronic means (e.g., social media, text message, gaming, mobile applications), including but not limited to rumor spreading, posting compromising pictures, name calling, and encouragement of social exclusion.

Damage to Property involves an aggressor intentionally damaging or stealing an individual's property with the intent of causing harm.

Harassment is unwelcome behavior in any form (e.g., electronic, written or spoken word, pestering, tormenting, or threatening) that is deliberate, repetitive, and/or malicious, that targets a person's protected class status, which degrades, threatens, or offends the targeted person, creating a hostile environment.

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However, please note that sexual harassment is addressed and handled separately under the District's Title IX Policy.

Protected classes, as identified by Title II, Title IV, Title VII, Title IX, and Section 504, include race/ethnicity, gender, disability, sexual orientation, gender identity, age, and/or religion (again, noting sexual harassment claims are to be addressed under the District's Title IX Policy).

Incident Reporting

All students and staff, inclusive of contracted staff, have responsibility to promptly report alleged acts of bullying and/or harassment that occur at school or at a school sponsored activity. Parents, volunteers and visitors are encouraged to do so as well. An alleged act of bullying and/or harassment can be reported to any staff member in the school. Reports may be made confidentially to the extent permitted by law.

Any staff member receiving a report of bullying or harassing behavior is required to promptly contact the principal or their designee for purposes of forwarding the report up the chain of command. It is the responsibility of the principal and/or the principal's designee to process and overs bullying and/or harassment reports. Upon receipt of a report, the principal or designee will conduct an investigation. The investigation must be completed as soon as reasonably possible. Parents/guardians of each pupil involved in the incident will be notified upon conclusion of the investigation.

Incident Resolution

In the event the principal and/or principal's designee determines that a student has engaged in an act of bullying and/or harassment, as aligned with the District's definitions, the principal will impose those consequences contained in the Racine Unified School District Code Book of Rights and Responsibilities, up to and including suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Principals and their designees are encouraged to provide opportunities for both the aggressor and the victim to receive support, intervention, and education.

The District will annually provide professional learning for staff regarding identifying and reporting alleged acts of bullying and/or harassment, including updates for terms and definitions, supports and interventions, and processes and procedures.

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Legal References: Sec. 118.46 Wis. Stats; Sec. 947.0125 Wis. Stats.
Sec. 120.13(1)(b) Wis. Stats.

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