

# HORTONVILLE AREA SCHOOL DISTRICT

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**Title:** Harassment and/or Bullying

**Date Adopted:** 8/9/2010

**Policy No. 2034**

**Date Revised:**

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## **Policy Statement:**

All students and employees in the Hortonville Area School District have a right to feel safe; therefore, harassment and/or bullying will not be tolerated. For the purpose of this policy, the term District includes any property or vehicles owned, leased or used by the Hortonville Area School District. The District strives to provide a safe, secure, and respectful learning environment for all students and school personnel in school buildings and on school grounds, on school buses, and at school-sponsored activities. Bullying has a harmful social, physical, psychological, and academic impact on the bullies, their victims, and the bystanders. The District consistently and vigorously addresses bullying so there is no disruption to the learning environment or the learning process.

## **Rationale:**

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power, either physical or status. The behavior may be motivated by an actual or perceived distinguishing characteristic such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attribute; physical or mental ability or disability; and social, economic, or family status.

Bullying behavior can be:

1. Physical (e.g. assault, hitting or punching, kicking, theft of or defacement of property)
2. Verbal (e.g. threatening or intimidating language, teasing or name calling, racist, gender based, or sexual orientation based remarks)
3. Indirect (e.g. spreading cruel rumors, intimidation through gestures, social exclusion, sending insulting messages and/or pictures by mobile phone, or using the internet [cyber bullying])
4. Between students and students, students and adults, or adults and adults

**Scope:** District-wide

**Responsibility:** District Administrator

## **Implementation:**

1. Harassment and/or bullying could include acts motivated by, but not limited to, hostility toward the victim's real or perceived sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital status, sexual orientation, gender identity, social, socio-economic or family status, physical attributes, disability/handicap or any other basis protected by state or federal law. Examples of acts of harassment and/or bullying include physical intimidation, force or assault, humiliation, bigoted epithets, vandalism, extortion, oral or written threats, taunting, put downs, name calling, threatening looks or gestures, false accusations, social isolation, retaliating against another student for reporting harassment or bullying, or any other behavior that substantially interferes with a person's well-being, performance, or creates an intimidating, hostile or offensive environment.

2. All forms of harassment in cyberspace commonly referred to as cyber bullying are unacceptable and viewed as a violation of this policy. Cyber bullying includes, but is not limited to the following misuses of technology: harassment, teasing, intimidating, threatening, or terrorizing another person or group of people by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs or any other messages via cyberspace. For purposes of this policy, "cyberspace" is defined as a global domain within the information environment consisting of the interdependent network of information technology infrastructures, including the Internet, telecommunications networks, computer systems and embedded processors and controllers.
3. In situations where cyber-bullying originates off school property or from a non-school computer or telecommunication device, but is brought to the attention of school officials, any disciplinary action shall be based upon whether the conduct is determined to be severely disruptive of the educational process or the operational duties of those being harassed, and/or markedly impedes the day-to-day operations of a school. Such conduct includes, but is not limited to, bullying or making a threat off school grounds through cyberspace that is intended to endanger the health, safety or property of others District employees, school board members, or visitors.
4. Any student, employee, school board member, or visitor to the District who believes he/she has been subject to harassment and/or bullying while in the school environment, may file a complaint in accordance with established complaint procedures or may complain directly to the building principal or designee or the Superintendent. Filing a complaint or otherwise reporting harassment and/or bullying in good faith will not reflect upon the individual's status nor will it affect his/her grades, performance review, or benefits provided by the District. The District shall respect the confidentiality of both the complainant and the accused consistent with the District's obligations and with the necessity to investigate allegations of misconduct and to take corrective and/or disciplinary action when this conduct has occurred.
5. Any person who becomes aware of or witnesses harassment and/or bullying while in the school environment, has an obligation to report and will be supported by involved staff members in reporting the bullying/harassment to the proper authorities. Any District employee who becomes aware of or witnesses bullying, has an obligation to intervene and report.
6. Students, employees, school board members, or visitors who engage in harassment and/or bullying in violation of this policy and/or who retaliate against an individual for reporting harassment and/or bullying, are in violation of this policy and shall be subject to ~~school~~ disciplinary measures consistent with District policies and procedures up to and including being banned from school property, referral to legal authorities, suspension and/or expulsion.
7. The Superintendent will develop administrative rules to implement this policy.
8. Notice of this policy will be circulated to all schools and departments in the District on an annual basis and incorporated in employee and student handbooks. It will also *be* placed on the District Website. Failure to comply with this policy may result in termination of the cooperative agreement.

**Associated Information:**

HASD Policies and Procedures  
 HASD Code of Ethics for Coaches  
 #2020 Equal Employment Opportunities  
 #5003 Disciplinary Actions  
 #5052 Student Conduct  
 #5054 Pupil Harassment  
 #5064 Child Abuse & Neglect Reporting

#5068 Code of Conduct  
#9004 School Bus Discipline

**Legal References:** Wisconsin State Statutes Sections

118.13

120.13(1)

120.44

895.77(2)

947.0125

947.013

948.51(2)

PI 9, Wisconsin Administrative Code

Title IX, Education Amendments of 1972

Title VII, Civil Rights Act of 1964

Equal Employment Opportunities Commission Guidelines (29 C.F.R. – Part 1604.11)