

BULLYING (Including Cyberbullying), AND/OR THREATS, ASSAULTS, FIGHTING

The School District of Marathon strives to provide a safe, secure and respectful learning environment for all students in school buildings, on school grounds, and school buses and at school-sponsored activities. Bullying has a harmful social, physical, psychological and academic impact on bullies, victims and bystanders. The school district consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

Definition

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. 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 attributes; 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, threatening behavior)
2. Verbal (e.g. threatening or intimidating language, teasing or name-calling, racist remarks)
3. Indirect (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber bullying)

Prohibition

Bullying behavior is prohibited in all schools, buildings, property and educational environments, including any property or vehicle owned, leased or used by the school district. This includes public transportation regularly used by students to go to and from school. Educational environments include, but are not limited to, every activity under school supervision.

Procedure for Reporting/Retaliation

All school staff members and school officials who observe or become aware of acts of bullying are required to report these acts to a building principal or designee as they are designated by the Board of Education to be recipients of such reports.

Any other person, including a student who is either a victim of the bullying or is aware of the bullying or any other concerned individual is encouraged to report the conduct to the school building principal as they are designated by the Board of Education to be recipients of such reports.

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

The school official receiving a report of bullying shall immediately notify the school district employee assigned to investigate the report. The following school district employees have been identified as the investigator: MAES Principal, MVA Principal, MHS Principal, MAES/MVA Counselor, MHS Counselor, and District Administrator.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

Procedure for investigating reports of bullying

The person assigned by the district to conduct an investigation of the bullying report shall, within two school days, begin interviewing the person(s) who are the victim(s) of the bullying and collect whatever other information is necessary to determine the facts and the seriousness of the report.

Parents and/or guardians of each pupil involved in the bullying will be notified prior to the conclusion of the investigation. The district shall maintain the confidentiality of the report and any related pupil records to the extent required by law.

Sanctions and supports

If it is determined that students participated in bullying behavior or retaliated against anyone due to the reporting of bullying behavior, the school district administration and school board may take disciplinary action, that may include: suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Pupil services staff will provide support for the identified victim(s).

Disclosure and Public Reporting

The policy will be distributed annually to all students enrolled in the school district, their parents and/or guardians and employees. It will also be distributed to organizations in the community having cooperative agreements with the schools. The school district will also provide a copy of the policy to any person who requests a copy.

Records will be maintained on the number and types of reports made, and sanctions imposed for incidents found to be in violation of the bullying policy.

LEGAL REF.:	Sections	118.46	Wisconsin State Statutes
		120.13(1)(a)	Wisconsin State Statutes
		121.02(1)(i)	Wisconsin State Statutes

Approved: August 11, 2010 (1st Reading)
September 8, 2010 (2nd Reading)
August 12, 2015 (1st Reading)
September 9, 2015 (2nd Reading)

Appendix A

**ANTI-BULLYING AGREEMENT FOR STUDENTS & PARENTS
MAES & MVA**

We the students/parents of Marathon School District agree to join together to stamp out bullying at our school. We believe that everybody should enjoy our school equally, and feel safe, secure, and accepted regardless of color, race, gender, popularity, athletic ability, intelligence, religion, and nationality.

Bullying can be pushing, shoving, hitting, and spitting, as well as name calling, picking on, making fun of, laughing at, and excluding someone. Bullying causes pain and stress to victims and is never justified or excusable as 'kids being kids', 'just teasing', or any other rationalization. The victim is never responsible for being a target of bullying.

In the event that staff/teachers/administration are made aware of a bullying incident, school administration will conduct an investigation by interviewing bystanders, the victim, and the accused bully/bullies. Depending upon the nature and severity of the bullying incident, parents may be informed immediately on the first offense by school officials. However, for the most part on a first offense the bully is warned and given opportunity to change their behavior/actions toward others. On the second offense, parents of the bully are notified and a meeting is scheduled with the principal/guidance counselor in order to establish a plan to rectify the situation. If a third offense occurs, school officials will again meet with parents to determine a course of action/consequence which may include in school or out-of-school suspension, or expulsion.

By signing this pledge, we the STUDENTS agree to:

1. Value student differences and treat others with respect.
2. Not become involved in bullying incidents or be a bully.
3. Be aware of the school's policies and support system with regard to bullying.
4. Report honestly and immediately all incidents of bullying to a faculty member.
5. Be alert in places around the school where there is less adult supervision such as bathrooms, corridors, and stairwells.
6. Support students who have been or are subjected to bullying.
7. Talk to teachers and parents about concerns and issues regarding bullying.
8. Work with other students and faculty to help the school effectively deal with bullying.
9. Encourage teachers to discuss bullying issues in the crew setting.
10. Be a good role model for younger students and support them if bullying occurs at on school grounds, on the school bus, or in the community.
11. Participate fully and contribute to assemblies dealing with bullying.

I acknowledge that when I see someone being bullied and I don't report or stop the bullying, I am not helping others in need, and am somewhat guilty of allowing the bullying to continue.

Student Signature

Grade

Teacher

Date _____

By signing this pledge, we the PARENTS agree to:

1. Keep ourselves and their children informed and aware of school bullying policies.
2. Work in partnership with the school to encourage positive behavior, valuing differences and promoting sensitivity to others.
3. Discuss regularly with their children their feelings about school work, friendships, and relationships.
4. Inform faculty of changes in their children's behavior or circumstances at home that may change a child's behavior at school.
5. Continuously monitor our child's social media accounts in order to discern whether or not the child is being part of an attempt to bully or harass others, or is receiving messages from others that threaten, chastise, or dehumanize them as individuals.
6. Alert faculty if any bullying has occurred.
