

PROHIBITION OF BULLYING, HARASSMENT, AND INTIMIDATION

Harassment and/or bullying of students will not be tolerated in the Granton Area School District, which includes any property or vehicles owned, leased, or used by the school district. The School Board considers these actions to be detrimental to the health and safety of students, and disruptive to the education environment.

Chapter 1, Section G relates to reports and formal complaints concerning Title IX sexual harassment against students, and such reports and formal complaints will be processed under that policy.

The educational environment is defined as consisting of every activity under the supervision of the school. For purposes of this policy, harassment and/or bullying are defined as any conscious, willful, or deliberate act or attempted act, through the use of words or actions, which are intended to cause physical injury, emotional distress/suffering, or property damage, that impacts the learning environment.

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 student's school performance or creates an intimidating, hostile, or offensive school environment.

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, intimidation, 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 sent via cyberspace. For purposes of this policy, "cyberspace" is defined as a global domain within the information environment consisting of the independent network of information technology infrastructures, including the Internet, telecommunications networks, computer systems, and embedded processors and controllers.

In situations in which cyber bullying originated off school property or from a non-school computer or telecommunications 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 so that it markedly impedes the day to day operations of the school. Such conduct includes, but is not limited to, harassment, bullying or making a threat off school grounds through cyberspace that is

intended to endanger the health, safety, or property of others at school, a District employee or a school board member.

Any student who believes he/she has been subject to harassment and/or bullying may file a complaint in accordance with established complaint procedures, specifically Chapter 1, Section F or may complain directly to the Title IX Coordinator/Compliance Officer. 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 or benefits provided by the District. The District shall respect the confidentiality of both the complainant and the accused consistent with the District's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective and/or disciplinary action when this conduct has occurred.

Any student or parent/guardian who becomes aware of or witnesses harassment and/or bullying 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 harassment and/or bullying has an obligation to intervene and report the incident.

Students who engage in harassment and/or bullying in violation of this policy and/or retaliating against an individual for reporting harassment and/or bullying shall be subject to counseling, corrective school disciplinary measures consistent with District policies and procedures up to and including suspension, expulsion, and/or police referral. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.

This policy will be: circulated to all school staff at the start of every school year, published in the August Newsletter, and incorporated into all District approved handbooks.

Adopted:	June 14, 2010
Revised:	May 12, 2014, September 14, 2020, October 11, 2021

Legal References:	<p>Wisconsin Statutes: Bullying; 118.46(2) Student & Staff Nondiscrimination; 111.31, 118.13, 118.195, 118.20 Good Decorum & Favorable Academic Atmosphere; 118.164, and 120.13(1) School Safety Plans; 120.12(26) State Criminal Statutes on hazing, harassment, and e-mail harassment; 948.51(2), 947.013, 947.0125 Protective Behaviors Instruction; 118.01(2)(d)</p> <p>PI 9, Wisconsin Administrative Code Title IX, Education Amendments of 1972 Title VI, Civil Rights Act of 1964 Section 504 of the Rehabilitation Act of 1973 American with Disabilities Act Equal Protection Clause of the 14th Amendment Children's Internet Protection Act as Amended in 2008</p>
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