

BULLYING/HARRASSMENT

LaSalle-Peru High School will provide all students with a safe school environment that facilitates learning. Using any form or type of aggressive behavior that does physical or psychological harm to someone else and/or disrupts the learning environment, and/or urges students to engage in such conduct is prohibited. LaSalle-Peru High School will seek to prevent such incidents and will investigate and take corrective actions for violations of this policy. Further, retaliation against those who seek remedies under this policy is prohibited.

DEFINITION AND EXAMPLES

Bullying is defined as any kind of ongoing and/or severe physical or verbal mistreatment where there may be an imbalance of power. A power difference usually exists between the bully and the victim. Aggressive behavior or bullying is any behavior that may subject a student to insults, taunts or challenges whether verbal or physical in nature (either isolated or repeated behavior), which are likely to intimidate and/or provoke a violent or disorderly response from the student being treated in this matter.

The main types of aggressive behaviors may be but are not limited to:

- Physical: hitting, kicking, grabbing, spitting, etc.
- Verbal: Name-calling, racist remarks, put-downs, extortion, etc.
- Written: threatening e-mail, notes, and/or graffiti, etc.
- Indirect: spreading rumors, wearing or possessing items depicting or implying hatred or prejudice, exclusion from peer group, taking and hiding/destroying other's papers, and/or possessions, etc.

Grounds for disciplinary action may apply whenever the student's prohibited aggressive behavior is reasonably related to school or school activities, including but not limited to:

1. On school grounds before, during, or after school hours or at any other time when the school is being used by a school group;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function or event; or
4. Anywhere, if the aggressive behavior may reasonably be considered to be a threat or an attempted intimidation of a student, visitor, or staff member or an interference with school purposes or an educational function.

REPORTING PROCEDURES

Any faculty and staff member or student at LaSalle-Peru High School, who has witnessed or has reliable information that a pupil or staff member has been subjected to "bullying," as defined above, or a person in the above categories who has experienced the aggressive behavior/bullying, shall report such incident to the principal, assistant principal or his/her designee. Confidentiality to the fullest extent possible will be observed at all stages of the investigation and for any hearings that take place. Further, retaliation against those who seek remedies under this policy is prohibited.

The assistant principal is initially responsible for receiving oral or written reports of violations of this policy. The administration shall conduct the investigation.

TRAINING

The administration or designee may develop age-appropriate methods of discussing the meaning, substance, and application of this policy with staff and students in order to minimize the occurrence of bullying and for staff to effectively respond to any such incidents. The students will review what bullying is, how to avoid such actions, and how to report any incidents of this unwanted behavior. The Student Services Office and/or Principal's Office is always open for discussion about concerns in the bullying/aggressive behavior area. The counselors and administrators are available to discuss such behaviors and consequences with students at any time.

DISCIPLINE

If the investigation of said complaints concludes that a pupil has engaged in bullying conduct prohibited by this policy, the pupil shall be subject to appropriate disciplinary actions as outlined in the Student Handbook. Such discipline will be continuous and could result in being placed in the Disciplinary Study Program, assigned Saturday School, Referral to Law Enforcement Agencies, Suspension, and/or Expulsion, etc. Any such disciplinary action shall be taken in accordance with applicable LaSalle-Peru High School policy and legal requirements from state and federal sources.

MONITORING, EVALUATION and REVIEW

LaSalle-Peru High School will review this policy and assess its implementation and effectiveness annually. This policy will be promoted and implemented throughout the school.