ANTI-BULLYING

POLICY 302

LAKES INTERNATIONAL LANGUAGE ACADEMY
An IB World School
District #4116

I. GENERAL STATEMENT OF POLICY

A. Lakes International Language Academy (the ”School”) recognizes the negative impact that bullying can have on the health and safety of members of the school community and the learning environment. Bullying can create distress, anxiety, decreased self-esteem, and feelings of isolation. Bullying materially and substantially disrupts the rights of others to an education or safe workplace and is unacceptable in the educational environment.

B. The School endeavors to maintain a learning and working environment that is free of bullying. To that end, bullying, cyber-bullying, intimidating/threatening/abusive/harmful conduct, and malicious and sadistic conduct are prohibited on School grounds, at school-sponsored events and activities, on school buses and other school-sponsored transportation and at school bus stops.

II. DEFINITIONS

A. “Bullying” means

1. Intimidating, threatening, abusive, or harmful conduct that is objectively offensive and

2. there is an actual or perceived imbalance of power between the person engaging in prohibited conduct and the target of the behavior and

3. the conduct is repeated or forms a pattern; or materially and substantially interferes with the target’s educational or employment opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

B. "Cyberbullying" means Bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network, website or forum, transmitted through a computer, cell phone, or other electronic device.

C. Intimidating, threatening, abusive, or harmful conduct may involve, but is not limited to, conduct that causes physical harm to a person or a person’s property or causes a person to be in reasonable fear of harm to person or property; under Minnesota Common law, violates a person’s reasonable expectation of privacy, defames a person, or constitutes intentional infliction of emotional distress against a person; is directed at any person or persons, including those based on a person's actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation, including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in chapter 363A. However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or chapter 363A.

D. “Malicious and Sadistic Conduct” means creating a hostile learning environment by acting with the intent to cause harm by intentionally injuring another without just cause or reason or engaging in extreme or excessive cruelty or delighting in cruelty. This conduct includes sexual exploitation.

III. PREVENTIVE MEASURES

A. This policy will be published annually in the Student/Parent Handbook and be available on the School website. As an IB World School, the School embodies the IB Learner Profile, which makes it

a practice of treating others fairly and respectfully. All students will be informed that bullying will not be tolerated in any form. All students will be encouraged to report any bullying regardless of whether they are a victim or an observer.

B. When an investigation substantiates that a district or school staff member, independent contractor, or student has bullied another person, disciplinary action will be taken for bullying behavior. Additional appropriate preventative measures will be taken. The primary purpose of such actions is to protect the victim and deter such behavior in the future.

C. The School Board will review this policy at appropriate intervals to ensure that it is effective in its aims.

IV. REPORTING

A. Victims. All students who believe they have been the victim of bullying shall promptly report the bullying to a teacher or administrator.

B. Parents. All parents who become aware of any bullying are encouraged to report the bullying to the Executive Director or Designee.

C. Witnesses. All students who witness bullying shall immediately report the bullying to a teacher, or administrator.

D. School Staff. Any staff member who witnesses bullying or receives a report of bullying shall make a referral to the Executive Director or his or her Designee for appropriate action.

E. Disciplinary Action. Disciplinary action for student conduct will be in accordance with Policy 308 Student Discipline. Disciplinary action involving dismissal shall be in accordance with the Pupil Fair Dismissal Act. Disciplinary action for employee conduct will be in accordance with Policy 202, Discipline of School District Employees. Anonymous reports of bullying will be allowed, but will not be relied on exclusively to determine discipline.

V. SCHOOL ACTION

A. Within three school days of receipt of a complaint or report of bullying, the School shall undertake or authorize an investigation by School officials or a third party designated by the School.

B. The School may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.

C. Upon completion of an investigation, resulting in the substantiation of reported bullying, the School will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Where appropriate, to prevent or respond to prohibited conduct, the School will modify a child's individualized education program or Section 504 plan to address the skills and proficiencies the child needs to avoid, respond to, or not engage in prohibited contact.

D. The School is not authorized to disclose to a victim private educational or personnel data including disciplinary action, regarding an alleged perpetrator who is a student or employee of the School. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report. The school may provide information about available community resources to affected individuals as appropriate.

E. The School will annually collect, report, and analyze the summary data on prohibited conduct and remedial responses.

VI. REPRISAL

A. The School will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other school employee who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such bullying.

B. Retaliation includes, but is not limited to, any form of intimidation, harassment or intentional disparate treatment.

VII. TRAINING AND EDUCATION

A. The School will provide information through employee training materials and any applicable training to School staff regarding this policy. Professional Development will include:

1. Developmentally appropriate strategies to present and intervene in prohibited conduct;
2. The complexity of the dynamics affecting persons implicated in the prohibited conduct;
3. Research on prohibited conduct, including specific categories of students at risk for prohibited conduct, including categories of students at risk for prohibited conduct;
4. The incidence and nature of cyberbullying
5. Internet safety and cyberbullying.

B. The School will provide education and information to students and parents through handbooks and school publications regarding bullying, including information regarding this school policy prohibiting bullying, the harmful effects of bullying and other applicable initiatives to prevent bullying.

C. The School administration is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the victim and to make resources or referrals to resources available to victims of bullying.

VIII. NOTICE

A. The school will post this policy on the school website.

REVISION HISTORY

Date	Status		Date	Status		Date	Status
05/17/04	Adopted		11/11/10	Amended		07/14/11	Amended
08/18/14	Amended		07/12/16	Amended		06/13/17	Amended
06/09/20	Amended		11/19/24	Amended		09/08/26	Review
10/20/26	Amended						