

## USD #258--K-12 STUDENT HANDBOOK BULLYING/HARASSMENT INFORMATION

### HARASSMENT FREE LEARNING ENVIRONMENT

The district is committed to maintaining a learning environment free from discrimination, insult, intimidation or harassment due to race, color, religion, sex, age, national origin or disability.

Any incident of discrimination in any form shall be promptly reported to an employee's immediate supervisor, the building principal or the district compliance coordinator the investigation and corrective action by the building or district compliance officer. Any student who engages in discriminatory conduct shall be subject to disciplinary action, up to and including expulsion.

### BULLYING

Bullying of any type shall not be tolerated in the school setting. The Humboldt School USD #258 will endeavor to maintain a learning and working environment free of bullying.

Bullying is defined as the act of one or more individuals intimidating one or more individuals through either verbal, physical, mental, or written interactions. Bullying can cause undo anxiety relative to attending school, playing on the playground, participating in or attending activities, or riding on the bus. This can adversely affect student or employee performance.

The School Board expects administrators and supervisors to make it clear to students and staff that bullying in the school building, on school grounds, on the bus, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension or expulsion of students, and termination for employees.

### THREATS/BULLYING

No student shall threaten another individual. If this occurs, local law enforcement shall be notified and the student shall be subject to prosecution.

### VIOLENCE

No Humboldt student will engage in any violent act against any individual while on school property or during any school sponsored event.

#### **Definition of Violence:**

Violence is any aggression with the intent to harm another individual. For purposes of this policy, the following definitions apply:

- Threat: Student expresses intent to harm person or property.
- Assault: Real and actual harm done to a person or property.

Consequences:

- Any violent act will result in a minimum of three-day suspension with possible due process hearing.
- If significant harm is incurred to another person as a result of a violent act committed by a student, an immediate ten (10) day suspension and due process hearing will be imposed along with notification to the police.

- Threats, direct or indirect, to any individual's safety or well-being will result in:

First offense: one (1) to three (3) day suspension.

Second offense: three (3) to five (5) day suspension.

Third offense: ten (10) day suspension with a due process hearing.

- Any physical or verbal assault or any physical or verbal threat to any adult will result in an immediate ten (10) day suspension and due process hearing.
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