

STUDENT HARASSMENT POLICY

1. SCOPE

This policy applies to the conduct of all pupils of the Frederic School District while at school, on any school premises, or while under the supervision of a school authority, or for conduct while not at school, but at some event which is a school sponsored activity.

For purposes of this policy a “school authority” is defined as any administrative, certified or support staff member of the District, and includes non-certified coaches employed by the School District and those delegated by the District to run its transportation of pupil’s services.

For purposes of this policy, a “school sponsored activity” shall include but not be limited to school field trips, athletic contests, musical, artistic and intellectual events wherein the School District is a participant, no matter where those trips, contests, or events are held, including the period of transportation to and from those trips, contests, and events, and the transportation to and from school.

2. PURPOSE

The purpose of this policy is to provide, as far as possible, a safe, pleasant, nondiscriminatory and humane atmosphere for learning for the District’s pupils

3. DEFINITION OF STUDENT HARASSMENT

Student Harassment is defined, for purposes of this policy, as conduct of a school district pupil, as an individual or as part of a group, directed at another school district pupil or group of pupils and would include but not be limited to the following:

- A. Verbal abuse or name-calling, of a demeaning, derogatory or threatening nature.
- B. Verbal, written or graphic references of a demeaning, derogatory or threatening nature concerning another pupil’s mental capacity, physical attributes, appearance, grooming, hygiene, clothing, race, religion, sex, family or national origin.
- C. Defacing of school property with written or graphic materials of the nature set forth in paragraph B above.
- D. Theft, damage or destruction of another’s physical property or property under another’s control, such as school texts, library materials, and athletic equipment.
- E. Physical assault of another pupil, or threatening to do so.
- F. Creating an atmosphere which tends to establish a hostile environment for another pupil.
- G. Any other conduct, whether intentional or unintentional, which results in harassment of the nature set forth above in paragraphs A through F, inclusive?

4. PENALTY

Any pupil whose conduct, whether intentional or unintentional, results in harassment of another pupil, will be subject to proper discipline including possible suspension or expulsion proceedings per Section 120.13(1), Wis. Stat.

5. REPORTING BY STAFF

It is the policy of the District that all staff members of the School District, including teachers and support staff, will be asked to be watchful for cases of pupil harassment and to report those cases to the appropriate building principal. The principal shall submit a report of each occurrence which has come to his/her attention to the Superintendent within five (f) school days of the date of learning of the incident for his/her information.

6. COMPLAINT PROCEDURE

Any person aware of an incident of pupil harassment may file a complaint as follows:

Step I: Any complaint shall be presented in writing or orally to the appropriate building principal. If the complaint is submitted in writing, it should include the specific nature of the harassment and corresponding dates and also include the name, address and phone number of the complaining individual. The building principal shall provide written acknowledgement or receipt of a written complaint.

Step II: The building principal shall thoroughly investigate the complaint, notify the person(s) accused of pupil harassment and permit a response to the allegation, and arrange a meeting to discuss the complaint with all concerned parties within three (3) school days after receipt of the written complaint, if deemed necessary. The person investigating shall give a written answer to the complaint.

Step III: If the building principal believes that the harassment complained of is proven, he/she shall impose proper discipline to the offending pupil or where serious enough, refer the matter to the Board of Education for further action pursuant to Section 120.13(1), Wis. Stat.

Step IV: If the complainant is not satisfied with the answer received from the building principal, the complainant may appeal the answer to the Superintendent. The Superintendent shall investigate the complaint, take appropriate action as necessary, and provide a written answer to the complainant.

Step V: If the complainant is not satisfied with the answer received from the Superintendent, the complainant may file an appeal with the Board President who shall arrange for the Board to review and discuss the matter. The Board shall take appropriate action as necessary and shall provide a written answer to the complainant.

For any complainant who received a negative determination by the School Board, the District shall notify the complainant of his/her right to appeal to the State Superintendent and of the procedure for making the appeal.

7. CONCLUSION

The district has an affirmative duty to maintain an environment where learning can take place without the threat of pupils being harassed by other pupils. The type of conduct set forth above will not be tolerated.