

WAGNER COMMUNITY SCHOOL DISTRICT BULLYING POLICY

The Wagner Community School District is committed to fostering and maintaining a constructive, safe school climate that is conducive to student learning and in which all students are treated with respect and dignity.

Persistent bullying can severely inhibit a student's ability to learn and may have lasting negative effects on a student's life. The bullying of students by students, staff, or third parties is strictly prohibited and shall not be tolerated.

Bullying consists of physical, verbal, written or electronic conduct directed toward a student that is so severe, pervasive and objectively offensive that it:

1. has the purpose of effecting or creating an intimidating, hostile or offensive academic environment, or
2. has the purpose or effect of substantially or unreasonably interfering with a student's academic performance which deprives the student access to educational opportunities.

Bullying behaviors are listed below but are not limited to the following:

1. physical-violence and attacks
2. verbal-taunts, name-calling, and put-downs
3. emotional-spreading rumors and ridiculing
4. threats-intimidation
5. extortion
6. stealing
7. sexual-singling someone out because of gender and demonstrating unwarranted or unwelcome sexual advances
8. racial-ethnically-based, sexual orientation, gender-based rejection, verbal abuse, or isolation of someone
9. cyber-bullying-electronic communication that occurs in school or at school-sponsored activities or electronic communication that occurs outside the school or school-sponsored activities that negatively affects the educational environment. :

Bullying behaviors might occur but are not limited to all school grounds, athletic facilities, on school busses or at any school sponsored events.

Reporting Procedure for Students, Parents, and Employees

Wagner School District encourages all students and parents/guardians who become aware of any act of bullying to immediately report the conduct. Students may report acts of bullying to their teachers, principal, guidance counselor or other school employees supervising school sponsored activities. Parents/Guardians may contact the guidance counselor, teacher, and/or principal to report acts of bullying. All reports of bullying may be reported anonymously. If teachers and/or other staff cannot reasonably remediate acts of bullying through their own intervention, they should report the bullying to the principal. Any individual filing a report of bullying will be asked to put the facts surrounding the conduct in writing on the Wagner Bullying Report Form.

Investigation

At the time a report is made, district staff may request any evidence of the alleged bullying, including, but not limited to, letters, tapes, pictures or electronic communication devices. The investigation may consist of personal interviews with individuals named in the report and any others who may have knowledge of the alleged incident(s) or circumstances giving rise to the report. The investigation may also consist of any other methods deemed appropriate by the investigating party. The district may also take immediate steps, at its discretion, to protect students and employees pending completion of an investigation.

Prohibition against Retaliation

Students who file a bullying complaint or who have assisted or participated in any manner in a bullying investigation may not be retaliated against.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. If any student who has, in good faith, reported bullying or has testified, assisted or participated in an investigation, believes that he or she has been retaliated against because of his or her participation, he or she should follow the procedures previously set forth.

Consequences

Individuals found to have violated this policy will be subject to discipline consistent with Wagner School District policy which includes the school district student disciplinary grid. The District will take the action it deems necessary and appropriate, up to and including expulsion, dismissal or appropriate sanction determined and imposed by the administration and the School Board. Individuals may also be referred to law enforcement.

Any charge of bullying found to have been intentionally dishonest or made maliciously without regard for truth is subject to disciplinary action consistent to Wagner School District policy.

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