

Iroquois School District

Prevention and Discipline of Harassing Behavior Policy

(Adopted: 06/19/01)

PURPOSE:

All Iroquois School District students have the **right** to

1. be treated with courtesy, kindness and respect.
2. study and plan in an atmosphere of cooperation and harmony
3. be valued for their individuality, including that of race, gender, cultural, physical or intellectual diversity or sexual orientation.

To support these rights, all Iroquois School District students have the following responsibilities:

1. Treat others with courtesy, kindness and respect.
2. Listen to others with mutual respect.
3. Maintain a safe and secure school environment.
4. Support school rules.
5. Develop responsibility for their own actions.
6. Value others for their individual differences.

DEFINITION:

Harassment involves the inappropriate use of power by one or more students on a student or group and is generally repeated over time. These repetitive attacks can take many forms which may include the following actions:

Verbal - name calling, threatening.

Physical - vandalizing possessions, tripping, pushing, unwanted touching.

Non-verbal - writing, threatening notes, e-mail on or with school property.

Psychological - stalking, profane gestures, acts that instill a sense of fear or anxiety, persistent annoying behavior directed at others.

DUTIES:

Students and/or a parent/guardian are encouraged to report immediately any instances of harassing in writing. There will be no penalty for filing a complaint unless the complaint is found to be wholly false. Such complaint should be directed to the building principal. The complaint will be examined and resolved expeditiously, impartially, and confidentially. Complaint forms will be available in each school and District office.

PROCEDURES:*Step One:*

The principal will investigate the written complaint, interview all parties and possible witnesses and provide the complainant and accused with an opportunity to discuss the charges made, with confidentiality and impartiality and evaluate complaints which may be irresponsible, unfounded or involve misperceptions of fact or intent. The principal will respond to the complaint. The principal may involve the parents or guardians. Building administrators will follow disciplinary mandates as listed in the School District Standards Manual. Law enforcement may be notified dependent on severity. The complainant will not be informed of specific disciplinary action taken against the accused except to the extent that disciplinary disposition has taken place.

Step Two:

If the harassment persists, the student should report immediately to the principal in writing the repetition of the behavior. If the principal, after investigation, determines that the accusation is founded, the principal shall submit a detailed statement of account to the Superintendent. The Superintendent shall then schedule a conference with the accused, the accuser and their parents or guardians. The Superintendent will review responses to the situation and support of disciplinary mandates. Any level of discipline will follow developed disciplinary mandates as listed in the School District Discipline Manual, including a recommendation to the Board for expulsion, depending on the severity of the action. The complainant will not be informed of the disciplinary action taken against the accused except to the extent that specific disciplinary disposition has taken place.

Step Three:

The Board, after the appropriate disciplinary hearing conducted in accordance with the PA School Code and other applicable state and federal laws, may expel a student for harassment.

POLICY DISSEMINATION:

This policy shall be given to all existing students and, on an annual basis, to new students. Information on this and other related policies will be publicized through the District newsletter and on its website.

IROQUOIS SCHOOL DISTRICT
HARASSING BEHAVIOR COMPLAINT FORM

Name of Complainant: _____

Nature of Complaint/Incident. (Describe in detail): _____

Date Incident Occurred: _____

Name(s) of Witness(es): _____

Name(s) of Accused: _____

Signature of Filer/Complainant *Date Filed*

Signature of School Administrator Receiving Complaint *Date Received*