

## **ANTI-BULLYING**

### **PURPOSE:**

To make certain that students are learning in a supportive, safe, and caring environment without fear of being bullied at school or during school related activities. Bullying is anti-social behavior that affects everyone; it is not acceptable and will not be tolerated in the School District of Colby. The School Board considers these actions to be detrimental to the health and safety of students, and disruptive to the educational environment.

### **POLICY:**

The School District of Colby is committed to creating a supportive, safe, caring and respectful learning environment for all students that enforces protection against bullying. Bullying is intentional, repeated, targeted aggressive behavior. Bullying can take the form of physical, emotional or verbal harassment and involves a real or perceived imbalance of power.

Any District employee having knowledge that bullying is taking place must take immediate steps to see that the bullying is addressed. All staff members are responsible for directing complaints to the formal complaint process.

The District will develop procedures to provide age-appropriate information and education to district staff, students, families, and volunteers regarding this policy and the recognition and prevention of bullying.

Any student or parent/guardian who becomes aware of or witnesses harassment and/or bullying has an obligation to report and will be supported by involved staff members in reporting the bullying/harassment to the proper authorities. Any District employee who becomes aware of or witnesses harassment and/or bullying has an obligation to intervene and report.

Students who engage in harassment and/or bullying in violation of this policy and/or retaliating against an individual for reporting harassment and/or bullying shall be subject to school disciplinary measures consistent with District policies and procedures up to and including suspension and/or expulsion.

District orientation sessions for staff, students and regular volunteers shall introduce the elements of this policy. Staff and students will be provided information on recognizing and preventing bullying. Staff and students shall be fully informed of the complaint processes and their roles and responsibilities under the policy and procedures.

**LEGAL REFERENCE:** Wisconsin Stats. 118.46