

STUDENTS

Pupil Nondiscrimination

Harassment - Pupil-to-Pupil and/or Pupil-to-Staff

Pupil-to-Pupil Harassment

"Pupil harassment" means behavior towards pupils based, in whole or in part, on sex, race, religion, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap which substantially interferes with a pupil's school performance or creates an intimidating, hostile or offensive school environment.

Pupil harassment is viewed as a threat to the rights of pupils to participate in the classroom and extracurricular activities and, therefore, will not be tolerated.

Pupil-to-Staff Harassment

"Pupil-to-Staff Harassment" means behavior towards staff based, in whole or in part, on sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability which substantially interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

Harassment is viewed as a threat to the rights of employees to participate in the workplace and, therefore, will not be tolerated.

Expectations:

The School Board expects the administration and staff to work proactively toward the elimination of pupil harassment with the use of firm disciplinary rules, cultural/equity staff and student inservices, and a curriculum that reflects the community's cultural diversity.

The Assistant Superintendent, Curriculum, Instruction & Technology and the principal/assistant principal shall administer the implementation of the following pupil-to-pupil and/or pupil-to-staff harassment disciplinary rules:

1. The principal shall take immediate measures to prevent pupil and/or pupil to staff harassment from occurring.
2. Administration will instruct all staff to report suspected pupil and/or pupil to staff harassment, as defined above, by completing the Suspected Pupil-to-Pupil and/or Pupil-to-Staff Harassment Report Form (5100E-A).
3. The principal, teacher, school employee, parent, pupil, or other individual may initiate a complaint alleging pupil discrimination by submitting the completed Discrimination Complaint Form (5145-4.E-A) to the Assistant Superintendent, Curriculum, Instruction & Technology. In determining if pupil harassment has occurred, the administration shall base their decision on a report of the alleged harassment and the definition of pupil and/or pupil-to-staff harassment.
4. The principal shall administer the following disciplinary action for acts of pupil and/or pupil-to-staff harassment that may have occurred within a 30-calendar-day period prior to being reported in writing to the principal.

4.1. First Offense

The principal or designee may issue in-school/out-of-school suspension with parental conference. The principal will take action to prevent future occurrences of pupil and/or pupil-to-staff harassment.

4.2. Second Offense

The principal or designee may issue up to a five (5) day out-of-school suspension with parental conference.

4.3. Third Offense and Subsequent Offenses

The principal may recommend a hearing before the School Board for possible expulsion.

4.4. Actions taken to discipline a pupil found to have committed acts of pupil harassment shall be documented in the pupil's building behavior record. The documentation shall include:

4.4.1. The discrimination complaint form (5145.4.E-A)

4.4.2. A description of the act of discrimination

4.4.3. A description of the disciplinary action

The principal or designee may involve local police officials in activities to prevent, intervene, and/or enforce disorderly conduct, as well as the harassment of any individual as defined by Wisconsin Statute.

111.31 Wisconsin Statute - Fair Employment Standards
118.13 Wisconsin Statute - Pupil Discrimination Prohibited
118.20 Wisconsin Statute - Teacher Nondiscrimination
947.01 Wisconsin Statute - Disorderly Conduct
947.013 Wisconsin Statute - Harassment
PI 9 of the Wisconsin Administrative Code
Titles VI and VII, Civil Rights Act of 1964
Title IX Education Amendments of 1972
Section 504 - Rehabilitation Act of 1973
Individuals With Disabilities Education Act
Civil Rights Act of 1991

Cross References: Equal Education Opportunities Policy
Pupil Discrimination Complaint Procedures
Staff Discrimination Complaint Procedures
Special Education Handbook

Rule Adopted: 3/22/94
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KAG:ems

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