

Hazing and Bullying

Section A - Introduction

It is the policy of the Board of Education to foster an environment that maximizes student learning and employee performance, and a climate of civility among students and employees of the district. The Board recognizes that there are certain behaviors and types of conduct that, if tolerated, would have a significant negative impact upon the learning environment and to complete effective teaching and learning. These behaviors, characterized as hazing or bullying will not be tolerated. Bullying and hazing are contrary to state law and the policy of this district.

Section B – Jurisdiction

The provisions of this policy shall be in force:

1. In any physical area used for District-sponsored or related activities, whether or not such area is on school or District property (including but not limited to, school buildings and lands, District offices), or at any school-sponsored or related activities; performances, extracurricular and athletic events, school-sponsored travel at other venues;
2. On means of school-supplied or sanctioned transportation to or from any of the above sub-section 1;
3. At activities or events at other locations, if the administration determines that the incident bears a nexus (i.e. impact or connection) to the school or school safety, or the educational environment; and
4. Through the transmission of information from any electronic device regardless of ownership or where it is accessed if the bullying causes a substantial disruption to the educational process or the orderly operation of a school. This paragraph applies only when a school administrator or staff member receives a report that bullying or hazing through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

In addition to the above jurisdiction, the administration is authorized to establish a Code of Conduct that imposes progressive loss of privileges by reason of any conduct by a student in violation of this policy wherever the conduct or event occurs. Students who participate in extracurricular activities such as interscholastic athletics, drama, fine arts and other competitions or who participate in clubs and activities are representatives of our schools, and as such are expected to conform their behavior to this policy as a condition to continued enjoyment of these privileges.

Section C - Definitions

1. Hazing: Any form of initiation and/or rite of passage, whereby the perpetrator(s) applies physical, psychological, emotional, and/or mental threats or actions against another. The intent or impact of such behavior is degradation, humiliation, harassment, harm, or intimidation.
2. Bullying: Any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that has or can be reasonably

predicted to have the effect of one or more of the following:

- i. Placing the student or students in reasonable fear of harm to the student or students' person or property;
- ii. Causing a substantially detrimental effect on the student or students' physical or mental health;
- iii. Substantially interfering with the student or students' academic performance; or
- iv. Substantially interfering with the student or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Examples include one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation (which does not include denial or disagreement, civilly stated) for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

3. Cyberbullying:

- a. Bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photo-optical system, including without limitation electronic mail, internet communications, instant messages, or facsimile communications. Cyberbullying includes, among other things, the assumption of the identity of another person as the author of posted content or messages if such assumptions creates any of the effects described in the definition of bullying in this Section. Cyberbullying also includes the distribution or the posting of material on an electronic medium that may be received/ accessed by one or more persons if the distribution or posting creates any of the effects described in the definition of bullying.

Section D – Violations

Any single act of hazing or bullying will be considered a Category II infraction in accordance with Policy 8410: Disciplinary Action Relative to Student Misconduct. Violations will be subject to the procedures of Policy 8410 and may include suspension, expulsion, and/or referral to law enforcement authorities. Staff member violations will be subject to the procedures of Policy 6440 and may include appropriate personnel action, and/or referral to law enforcement authorities.

Section E - Prevention and Response Plan

1. Reporting

Students, parents and staff are encouraged to immediately report bullying or hazing. A report may be made orally or in writing. Reports can be made to the Complaint Manager (as specified below) or any staff member. Anonymous reports are also accepted. Both schools utilize anonymous reporting systems.

Complaints will be kept confidential to the extent possible given the need to investigate. Students or staff who make good faith complaints will not be disciplined.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District’s current Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Glenbrook High School District 225		
Brad Swanson	Assistant Superintendent for Human Resources	(847) 486-4704
Rosanne Williamson	Assistant Superintendent for Educational Services	(847) 486-4701

Glenbrook North High School		
Jenny Jordan	Associate Dean	(847) 509-2454
Ed Solis	Associate Principal for Curriculum and Instruction	(847) 509-2402

Glenbrook South High School		
Lara Cummings	Assistant Principal for Student Services	(847) 486-4550
Cameron Muir	Associate Principal for Curriculum and Instruction	(847) 486-4404

2. Response

Procedures for promptly investigating and addressing reports of bullying, include the following:

- a. Make all reasonable efforts to complete the investigation within ten (10) school days after the date the report of the incident of bullying was received and take into consideration additional relevant information received during the investigation about the reported incident of bullying;
- b. Involve appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process;
- c. Notify the principal or his/her designee of the report of the incident of bullying as soon as possible after the report is received; and
- d. Remain consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or his/her designee to discuss the investigation and findings.

Interventions and restorative measures that can be taken to address bullying, may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community based services.

Reprisal or retaliation (which does not include denial or disagreement, civilly stated) against any person who reports an act of bullying is prohibited. An act of reprisal or retaliation will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

A student/staff member will not be punished for reporting bullying or supplying information in good faith, even if the District's investigation concludes that no bullying occurred. However, knowingly or recklessly making a false accusation or knowingly or recklessly providing false information will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

Section F - Evaluation

An annual policy evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such as:

1. The frequency of victimization;
2. Student, staff, and family observations of bullying at a school;
3. Identification of areas of a school where bullying occurs;
4. The types of bullying that are common or occurring; and
5. Bystander intervention or participation.

Information about this evaluation process will be available to school administrators, school board members, school personnel, parents, guardians, and students.

Adopted: April 11, 2005
Revised: December 9, 2019