

D 12.0 BULLYING POLICY

Durand , Inc. prohibits any acts of harassment, intimidation or bullying.

Recognizing that a safe and civil environment is necessary for students to learn and achieve high academic standards; harassment, intimidation or bullying, like other disruptive or violent behaviors, will not be tolerated at Durand. Harassment, intimidation and bullying are viewed as conduct that disrupt both a student's ability to learn and a school's ability to educate its students in a safe environment. It is accepted that students learn by example, therefore, school administrators, faculty and staff will be charged with demonstrating appropriate behaviors, treating each other with civility and respect and refusing to tolerate harassment, intimidation or bullying.

Definition

Harassment, intimidation or bullying will be defined as any gesture or written, verbal or physical act that takes place on school property, at any school-sponsored function or on a school bus and that:

- Is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or,
- By any other distinguishing characteristic; and
- A reasonable person should know, under the circumstances, that the act(s) will have the effect of harming student or damaging student's property, or placing a student in reasonable fear of harm to his person or damage to his property; or
- Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, orderly operation of the school.

Expectations for Student Behaviors

- Durand believes that self-imposed discipline is the optimal goal for students.
 - Students are expected to be responsible for their own actions.
 - Students are expected to not participate in activities or behaviors that undermine the respect and caring due to others.
- Durand will provide learning opportunities for students.
 - To assist students in assuming and accepting responsibility for their behavior and consequences of their behaviors.
 - Staff will role model acceptable behaviors.
 - Staff will use "teachable moments".
 - Individualized contracts to work with specific undesirable behavior(s).

Behavior & Discipline

- Students will display responsible behavior by following school and classroom rules
- Students will demonstrate respect for others through both actions and words, using appropriate and socially acceptable language
- Guidelines that address expected student behavior can be reviewed in the "Behavior Guidelines" that were sent home on the first day of school.

Consequences and Remediation

- When students violate this policy by committing an act of harassment, intimidation or bullying
 - A review of the incident(s) will take place by the team working with the student
 - An individualized intervention plan, which will take into consideration the student's developmental level as well as disability, will be developed and implemented
 - Staff working with the student will be informed and in-serviced on the plan
 - Assurances that other students will be safe will be a part of the created plan

Reporting Harassment, Intimidation and Bullying

- All students will be informed of Durand's policy that does not tolerate acts of harassment, intimidation or bullying
 - Social skills lessons will reinforce tolerance of each others' differences
 - Problem solving groups will reinforce appropriate verbal exchanges between students as well as between students and all others
 - Counseling sessions will address specific difficulties one on one with students
 - Students will be encouraged to report any acts of harassment, intimidation or bullying
- Students will be informed of their right to report acts anonymously and will be encouraged to report and acts
- Reports of harassment, intimidation and bullying will be documented and investigated by school administration
 - Durand prohibits and acts of reprisal or retaliation against any person who reports an act of harassment, intimidation or bullying

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