

5.13.25 DVWS ANTI-BULLYING POLICY

POLICY STATEMENT

DVWS prohibits acts of bullying, including cyberbullying. A safe and civil environment in school is necessary for students to learn and grow. Bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation or bullying. Bullying is contrary to state law. This policy is consistent with subsection (a-5) of Illinois Statute (105 ILCS 5/27-23.7) and DVWS Board of Trustees policies. This policy is consistent with federal and state laws governing student privacy rights.

CODE OF CONDUCT

DVWS expects students to conduct themselves according to their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and staff, the educational purpose underlying all school activities, and the care of school facilities and equipment.

DVWS believes that standards for student behavior must be set cooperatively through interaction among the students, parent(s) or legal guardian(s), staff and community members, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school and community property on the part of students, staff and community members.

DVWS believes the best discipline is self-imposed, and it is the responsibility of the DVWS faculty and staff to use disciplinary situations as opportunities to help students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Faculty and staff members who interact with students shall apply the best practices designed to prevent discipline problems and encourage students' abilities to grow in self-discipline.

Students are required to conform to reasonable standards of socially acceptable behavior; respect the person, property and rights of others; obey the behavior guidelines set forth in the Parent Handbook.

BULLYING

Bullying means any severe or pervasive physical or verbal act or conduct, including communications in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

- 1 placing the student or students in reasonable fear of harm to the student's or students' person or property;
- 2 causing a substantially detrimental effect on the student's or students' physical or mental health;
- 3 substantially interfering with the student's or students' academic performance; or
4. substantially interfering with the student's or students' ability to participate in or benefit from the services, activities or privileges provided by a school

Bullying takes various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public

humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive. Any gesture, written, verbal or physical act that takes place on school property, at any school-sponsored function, or with electronic means including but not limited to the phone or internet that:

- 1 is motivated by any actual or perceived characteristic, such as but not limited to race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
2. by any other distinguishing characteristic; and
3. a reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his/her person or damage to his/her property; or
4. 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, the orderly operation of the school, or by the victim's participation in school.

Acts of bullying may also be a student exercising power and control over another student, in either isolated incidents (e.g., intimidation, harassment) or patterns of harassing or intimidating behavior (e.g., bullying).

CYBERBULLYING

Cyberbullying is defined as 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 the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section. Cyberbullying also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in [105 ILCS 5/27- 23.7(b)].

Bullying is prohibited through the transmission of information from a computer that is accessed at a non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by a school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This item applies only in cases in which a school administrator or teacher receives a report that bullying through this means has occurred and does not require a school to staff or monitor any non-school-related activity, function, or program.

CONSEQUENCES AND APPROPRIATE REMEDIAL ACTIONS

The following factors will be considered in determining the appropriate response to students who commit one or more acts of bullying:

1. the developmental and maturity levels of the parties involved
2. the levels of harm
3. the surrounding circumstances

4. the nature of the behavior(s)
5. past incidences or continuing patterns of behavior
6. the relationships between the parties involved
7. the context in which the alleged incidents occurred

Concluding whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. An appropriate consequence will be determined after meaningful consideration of these factors. Consequences and appropriate remedial action for students who commit acts of bullying may include but are not limited to social work services, counseling interventions, restorative measures, suspension or even expulsion.

REPORTING PROCEDURES

Complaints alleging violations of this Policy shall be reported to the Administrator who will report to the Faculty Chair and teacher(s). All school employees are required to report alleged violations of this Policy to the Administrator. All other members of the school community, including students, parent(s) or legal guardian(s), volunteers and visitors are encouraged to report any act that may be a violation of this Policy. Submission of a Behavior Incident Report Form is suggested. The Behavior Incident Report Form is available from the school office. A report can also be sent to the attention of the Administrator to info@davinciwaldorf.org or by calling the school at (847) 526-1372. An anonymous reporting can be made in writing in a sealed envelope, delivered to the school office. However, an anonymous reporting shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

INVESTIGATION

The Administrator, Faculty Chair, teacher(s), parents and, when appropriate, students will make all reasonable efforts to meet and form a clear picture of the incident(s) within 10 school days after the date of the report of the incident was received. From these accounts a determination of whether the incident requires mediation and/or consequences will be made. All notes and determinations, including but not limited to discussion of social work services, counseling, other interventions restorative measures, and/or suspension/expulsion will be written and shared with all parties, to the extent that they are consistent with federal and state student privacy laws.

DETERMINATION OF SCHOOL'S SCOPE IN A REPORTED ACT OF BULLYING

The DVWS team (Administrator, Faculty Chair and teacher(s)) will investigate the permissible scope and school's responsibility in addressing the act of bullying and recommend services available in the community, including counseling, support services or other programs, if indicated.

RESPONSE TO AN INCIDENT OF BULLYING

Some acts of bullying may be isolated incidents requiring the school to respond appropriately to the individual(s) committing the acts. Other acts may be so serious or part of a larger pattern of bullying that require a response either at the classroom, school campus or by law enforcement officials.

Consequences and appropriate remedial actions for students who commit an act of bullying range from counseling interventions up to and including suspension or expulsion.

CONSEQUENCES FOR REPRISAL/RETALIATION OR FALSE ACCUSATIONS

Reprisal or retaliation against anyone who has reported an act of bullying is strictly prohibited. Any student who engages in any act of reprisal or retaliation will be subject to further investigation and disciplinary action up to and including suspension or expulsion. This will be determined by the school team charged with bullying investigations.

Any student found to have falsely accused another of bullying for reasons of retaliation or bullying will be subject to investigation and disciplinary action up to and including suspension or expulsion. This will be determined by the school team charged with bullying investigations.

REVIEW OF POLICY

This policy will be reviewed biennially to assess outcomes and effectiveness by considering the following:

1. the frequency of victimization, if any
2. student, staff and family observations of safety at school
3. identification of areas where bullying occurs, if any
4. types of bullying being utilized, if any
5. bystander intervention or participation, if any

The information developed as part of this evaluation process will be provided to school administration, board, staff, parents, guardians, and students.

POLICY PUBLICATION

This Policy will be disseminated annually to all school staff, students, parent(s) or legal guardian(s), along with a statement explaining that the Policy applies to all bullying that occurs on school property and/or at school-sponsored functions.