

USD 353 ANTI-HAZING, BULLYING, CYBER BULLYING, AND HARASSMENT POLICY

1. **Purpose and Philosophy:** Student hazing, harassment, bullying, cyber bullying, and victimization activities that are abusive and illegal behaviors that harm victims and negatively impact the school environment by creating an atmosphere of fear, distrust, and mean-spiritedness. USD 353 is committed to providing a safe and orderly environment for all students that promotes respect, civility and dignity, so this policy's purpose is create and preserve an educational environment free from such activities.
2. **Policy:** USD 353 strictly prohibits students from engaging individually or collectively in any form of hazing, harassment or bullying/victimization, and cyber bullying of any related initiation activity on school property, in conjunction with any school activity or involving any person associated with the school regardless of where the incident occurs. Any student who participates in such activity, or conspires to engage in the same will face immediate disciplinary action: up to and including suspension, expulsion, exclusion and loss of participation in extra- curricular activities. In addition students who participate in hazing, harassment or bullying/victimization, and cyber bullying may be referred to law enforcement authorities and may face subsequent prosecution.
3. **Definitions**
 - 3.1 "Hazing, harassment, bullying/victimization, and cyber bullying" means any action taken or situation created that causes or is reasonably likely to cause, harassment, bodily danger or physical harm, serious mental or emotional harm. Extreme embarrassment or ridicule, or personal degradation or loss of dignity to any person associated with the school.
 - 3.1.1 "Consent" is no defense to such activities i.e., the implied or expressed consent of a person to participate shall not be a defense to discipline under this policy.
 - 3.2 "Related initiation activity" means any method or initiation or pre-initiation into a student organization, club or team, or any past-time or amusement engaged in with respect to such organization, club or team, that causes or is likely to cause, bodily danger or physical harm, serious mental or emotional harm, extreme embarrassment or ridicule, or personal degradation or loss of dignity to any person associated with the school.
 - 3.2.1 The terms "hazing" and "related initiation activity" do not include customary athletic events, intramural activities, or similar student contests or competitions.
 - 3.3 "Conspire to engage in the same" means to plan, encourage, or fail to report both listed and related initiation activities prohibited by the policy.
 - 3.4 "Cyber-bullying" consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or cell phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available (Shariff and Gouin (2005), p. 3).
4. **Prohibited Conduct:** Activities that may be construed as hazing, harassment, bullying/victimization, and cyber bullying include, but are not limited to:
 - 4.1 Any act that involves physical brutality or physical aggression that causes or is reasonable likely to cause bodily danger or physical harm to an individual (including activities commonly known as the "choking game")
 - 4.2 Any act that involves forced consumption of food, alcohol, drugs, or other substance, or any other forced activity that could adversely affect the physical health or safety of an individual.
 - 4.3 Any activity that would subject an individual to extreme mental stress, embarrassment, or emotional harm, or any other forced activity that could adversely affect the mental health or dignity of the individual.
5. **Examples of Hazing, Harassment, Bullying/Victimization, cyber bullying:** Many different types of activities can be considered hazing, harassment, bullying/victimization, and cyber bullying. Although not intended as an exhaustive list, the following examples are provided to inform students, parents, educators about specific misconduct that may be considered hazing, harassment, bullying/victimization, and cyber bullying:
 - 5.1 Any activity that might reasonable bring physical harm to an individual, such as slapping, pushing, shoving, bumping, beating, paddling, taping or other wise restraining students against their will, forced calisthenics done individually or as a group.
 - 5.2 Activities that unreasonable interfere with a student's academic efforts by causing exhaustion, prolonged loss of sleep or loss of reasonable study time.
 - 5.3 Morally degrading or humiliating games, pranks, stunts, practical jokes or any other verbal, written or electronic activities that make a student the object of amusement, ridicule or intimidation.
 - 5.3.1 Any activity that involves (not limited to): flaming, harassment, denigration, impersonation, outing and trickery, cyber stalking, and exclusion utilizing any electronic device.
 - 5.4 Forcing, coercing or permitting student to eat or drink alcohol or consume illicit or controlled substances
 - 5.5 Forcing coercing or permitting student to eat or drink foreign or unusual substances or foods.

- 5.6 Throwing or applying whipped cream, shaving cream, toothpaste, paint, honey, eggs or any other substances on an individual's body
- 5.7 Requiring personal servitude.
- 5.8 Harassment including but not limited to pushing, cursing, shouting or yelling. (See BOE policy)
- 5.9 Requiring students to wear uncomfortable, ridiculous, or embarrassing clothing or underclothing.
- 5.10 Requiring students to participate in acts of vandalism, theft, assault, sexual acts, or other criminal activities.
- 5.11 Causing indecent exposure or any other gross and lewd behavior involving nudity.
- 5.12 Subjecting an individual to cruel or unusual psychological conditions for any reason.
- 5.13 Compelling an individual to participate in any activity which is illegal, perverse, publicly indecent, contrary to the individual's genuine moral or religious beliefs of contrary to the rules, policies and regulations of USD 353.
- 5.14 **Racial references:** the use of racial slurs, names, or terms that may be offensive to other individuals. This includes joking and "horseplay" type references as well (For an explanation of inappropriate words or behaviors contact the Program Director.)

6. Reporting

- 6.1 School personnel and students who become aware of any actions that could be hazing, harassment, bullying/victimization, and cyber bullying or related initiation activity shall report such incident immediately to the building principal so that prompt, and appropriate action can be taken

This policy will be included in all the student hand books in Wellington USD 353 and the USD 353 Board of Education policy handbook.

7. Annual Review and Training

- 7.1 The school administrators shall develop an annual process for sharing information pertaining to bullying behaviors with students, staff, and community. All USD 353 staff and student training will be implemented annually in each building.