

SCHOOL DISTRICT OF MILTON**GUIDELINES FOR STUDENT BEHAVIOR/STUDENT HARASSMENT**

Proper conduct and behavior in the schools is extremely important to the school program. Without good discipline, the school cannot discharge its primary responsibility in the development of good citizenship. In order to assist students in their pursuit of a quality education, rules must be established, which are designed to create a proper school environment for all students.

Attitude: In the final analysis, only the students can determine what their behavior will be. The student's attitude toward school will play a large role in determining how well he/she does in school. If a student's primary purpose for coming to school is to learn and participate in extracurricular activities, he/she will probably never encounter a serious problem. Much of how students do in school will depend on their attitude.

Students must remember that they are responsible for their own actions. If these actions break the school rules, then the student must accept the consequences. Wisconsin law applies to student conduct and behavior while involved in school or school activities.

The following information describes the guidelines for student behavior including student harassment. At any time students may be counseled by teachers or administrators regarding their behavior. If this occurs, please keep in mind that the intent is to help students get the most out of their time in the School District of Milton.

The School District of Milton takes pride in the fact that the vast majority of its students are able to take advantage of the educational opportunities provided on a very positive level. The school district sincerely hopes that its students take advantage of the programs the community provides them.

The Student/Parent Handbook provides greater detail about rules and expectations and it should be a first source for answers to questions concerning rules, expectations, and procedures at school.

Procedures: Students who become involved in areas of problem behavior including student harassment will be subject to certain disciplinary actions. Depending upon the circumstances, one or more of the following actions will be taken by school officials:

Informal Talk – A school official (teacher, administrator, or counselor) will talk to the student and try to reach an agreement regarding how the student should behave.

Conference – A formal conference will be held between the student and one or more school officials. During the conference, the student must agree to correct his/her behavior.

Parent involvement – Parents will be notified by telephone, personal contact, letter, or certified letter. A conference may be conducted between the student, his/her parent(s), appropriate school personnel, and any other individuals concerned.

JK-R (continued)

Detentions or In-School Suspensions – The student is removed from one or more classes but remains at school during these class periods, as he/she receives appropriate disciplinary action such as: (1) serving one or more detentions; or (2) he/she has privileges (including bus) suspended. This is recorded in the student's file.

Suspension – Student is informed that he/she is subject to a disciplinary suspension. The student is also informed regarding the due-process procedure. The student's parent(s) or legal guardian is notified by telephone or certified letter that the student is subject to disciplinary suspension. This is recorded in the student's file.

Expulsion – Student is informed that he/she is subject to disciplinary expulsion. Student is also informed regarding the due-process procedure. The student's parent(s) or legal guardian is notified by telephone and certified letter that the student is subject to disciplinary expulsion. Notification to parents or legal guardian will include clear instructions regarding due-process procedures. The school district Superintendent will recommend to the Board of Education that the student be expelled. The due-process procedure is immediately initiated. The disciplinary expulsion does not become effective until the due-process procedure has been completed. This is recorded in the student's file.

Search and Seizure – Students possess the right of privacy of person as well as freedom from unreasonable search and seizure of property guaranteed by the Fourth Amendment of the Constitution. This individual right, however, is balanced by the school's responsibility to protect the health, safety, and welfare of all its students. School employees may conduct searches when they have reason to suspect that the health, safety, or welfare of students may be endangered. Any school employee making a search or a seizure will follow these guidelines:

General searches of school property (including personal items found on school property) may be conducted at any time when there is reasonable cause for school employees to believe that something that violates a law or school rule is on school property. This search of school property may be made without the student being present.

Illegal items (firearms, weapons, drugs, or other possessions reasonably determined to be a threat to the safety, security of others, or which might possibly interfere with school purposes) may be seized by school employees.

Items which are used to disrupt or interfere with the educational process may be temporarily removed from a student's person.

The school maintains ownership of student lockers. The school may and will search student lockers on a periodic basis to protect the health, safety, and welfare of all students.

Motor vehicles parked on school property may be searched by school employees when there is reasonable cause to believe that the health, safety, or welfare of students may be in jeopardy.

The School District of Milton does not allow student harassment and shall not discriminate in standards of disciplinary actions including suspensions or expulsions, pursuant to s. 119.13, Wis. Stats., and PI 9, that no person, on the basis of sex, race, religion, national origin, ancestry, creed,

JK-R (continued)

pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, or learning disability, may be denied admission to any school in this district or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational, or other program.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race and national origin), Title IX of the Education Amendment of 1972 (sex), and Section 504 of the Rehabilitation Act of 1973 (handicap).

School District of Milton

12/22/92

4/27/93

8/10/93

3/13/06 Revised

PROHIBITION ON BULLYING

The Milton School District strives to provide a safe, secure and respectful learning environment for all students in school buildings, on school grounds, and school buses and at school-sponsored activities. Bullying has a harmful social, physical, psychological and academic impact on bullies, victims and bystanders. The school district consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

Definition

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attributes; physical or mental ability or disability; and social, economic or family status.

Bullying behavior can be:

1. Physical (e.g. assault, hitting or punching, kicking, theft, threatening behavior)
2. Verbal (e.g. threatening or intimidating language, teasing or name-calling, racist remarks)
3. Indirect (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber bullying)

Prohibition

Bullying behavior is prohibited in all schools, buildings, property and educational environments, including any property or vehicle owned, leased or used by the school district. This includes public transportation regularly used by students to go to and from school. Educational environments include, but are not limited to, every activity under school supervision.

Procedure for Reporting/Retaliation

All school staff members and school officials who observe or become aware of acts of bullying are required to report these acts to building administration.

Any other person, including a student who is either a victim of the bullying or is aware of the bullying or any other concerned individual is encouraged to report the conduct to a teacher, counselor, coach, administrator or other staff member.

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

The school official receiving a report of bullying shall immediately notify the school district employee assigned to investigate the report. The following school district employees have been identified as the investigator: teachers, counselors, and administrators.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

Procedure for investigating reports of bullying

The person assigned by the district to conduct an investigation of the bullying report shall, within three school days, interview the person(s) who are the victim(s) of the bullying and collect whatever other information is necessary to determine the facts and the seriousness of the report. When warranted, parents and/or guardians of each pupil involved in the bullying will be notified prior to the conclusion of the investigation. The district shall maintain the confidentiality of the report and any related pupil records to the extent required by law.

Sanctions and supports

If it is determined that students participated in bullying behavior or retaliated against anyone due to the reporting of bullying behavior, the school district administration and school board may take disciplinary action, including: suspension, expulsion and/or referral to law enforcement officials for possible legal action as appropriate. Pupil services staff will provide support for the identified victim(s).

Disclosure and Public Reporting

The policy will be distributed annually to all students enrolled in the school district, their parents and/or guardians and employees. The school district will also provide a copy of the policy to any person who requests it.

School District of Milton
8/16/10 New

STUDENT HARASSMENT

The School District of Milton seeks to provide a learning environment free of any form of harassment that may include, but not be limited to, acts of bullying/hazing/intimidation/threats, or violence. Therefore, the district will not tolerate harassment in any form and will take all necessary and appropriate action to prevent, remediate, and eliminate it, up to and including discipline of the offenders.

The multiple forms of harassment or intimidation can arise from a broad range of physical or verbal behavior which can include, but not be limited to, the following: physical or mental abuse, racial insults, ethnic slurs, religious slurs, unwelcome sexual advances and touching, sexually discriminating remarks, which are offensive or objectionable to the recipient or which cause the recipient discomfort, humiliation, or which interfere with the recipient's academic performance.

Any student who believes that he/she has been the subject of harassment shall report the matter in accordance with established procedures. There shall be no retaliation against students who file reports or complaints under this policy. All reports and complaints shall be investigated in a timely manner.