

Bullying and/or Aggressive Behavior Policy

Bullying and/or Aggressive Behavior

The Illinois State University Laboratory Schools, including Thomas Metcalf School and University High School (hereafter “Lab Schools”) aim to provide all students with a safe school environment that facilitates learning. Any form or type of aggressive behavior that has the potential to do physical or psychological harm to someone else, disrupts the learning environment, or urges students to engage in such conduct is prohibited. The Lab Schools seeks to prevent such incidents and will investigate and take corrective actions for violations of this policy. Further, retaliation against those who report behavior and/or seek remedies under this policy is prohibited.

Definition and Examples

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made 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:

- Placing the student or students in reasonable fear of harm to the student’s or students’ person or property;
- Causing a substantially detrimental effect on the student’s or students’ physical or mental health;
- Substantially interfering with the student’s or students’ academic performance; or
- Substantially interfering with the student’s or students’ ability to participate in or benefit from the services, activities, or privileges provided by the school.
- Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic.

Grounds for disciplinary action may apply whenever the student's prohibited bullying and/or aggressive behavior is reasonably related to school or school activities, including but not limited to:

1. During any school-sponsored education program or activity;
2. While in school, in school property, on school vehicles, or at school-sponsored or school-sanctioned events or activities;
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment; or
4. Anywhere, if the bullying and/or aggressive behavior may reasonably be considered to be a threat or an attempted intimidation of a student, visitor, or staff member or an interference with school purposes or an education function.

Reporting/Investigating Procedures

Any school personnel (including a person employed by, on contract with, or who volunteers) or student at the Lab Schools, who has witnessed or has reliable information that a pupil or staff member has been subjected to bullying and/or aggressive behavior, as defined above, or a person in the above categories who has experienced the bullying and/or aggressive behavior, should report the behavior to the Building Principal or Assistant Principal if the Building Principal is unavailable. Confidentiality to the fullest extent possible will be observed at all stages of the investigation and for any meetings or hearings that take place. Further, retaliation against those who report or seek remedies under this policy is prohibited.

The Building Principal or Assistant Principal shall conduct the investigation according to appropriate administrative guidelines. After receiving a report of possible bullying or aggressive behavior, the Building

Principal or Assistant Principal may consult with other appropriate personnel at the Laboratory Schools and/or Illinois State University.

Discipline

If the investigation of said complaints concludes that a pupil has engaged in bullying conduct or aggressive behavior prohibited by this policy, the pupil shall be subject to appropriate disciplinary actions as outlined in the Student Handbook. Such discipline could result in Disciplinary Probation, Suspension, etc. Any such disciplinary action shall be taken in accordance with applicable University Laboratory Schools, Illinois State University policy, and state and federal legal requirements. .

In addition, when a student is found to have demonstrated bullying or aggressive behavior, parents/guardians will be made aware of interventions that may include information on early warning signs for aggressive behavior, referral to a building support team, student instruction in socially appropriate behaviors, referral to community organizations that teach strategies in the reduction of aggressive behaviors and/or referral for a special education evaluation.