



BULLYING

NNHS Cares

At Naperville North High School we are concerned about bullying because the physical and emotional safety of students at NNHS is our number one responsibility each day. We support the Illinois School Code's and District 203 Board of Education's anti-bullying policies because a student who is being bullied is being denied equal opportunity to participate in our educational program, and he or she is being isolated and demeaned.

We aspire for Naperville North High School to be a place where every student feels that he or she has an opportunity to belong, to be appreciated, and to be nurtured. Our attention to the emotional and social needs of students is absolutely crucial. Fortunately, our graduating seniors in the Class of 2010 reported that bullying is not prolific at NNHS. In fact, only 3.6% of them noted that bullying interfered with their educational experience. However, some of the other 96% may have been putting up with behavior that they should have been protected from, and each of the 3.6% should have received assistance in dealing with tough situations.

Bullying is much less likely to take place and persist in a setting where the adults have made it explicitly clear that they are paying attention, that they care, that they will not tolerate it, and that there are outlets for the victims and consequences for the bullies. Furthermore, bullying is diminished when student "bystanders" are prepared and encouraged to step in quickly and appropriately. Bullying thrives in an environment where students perceive that adults are looking the other way and that peers will not intervene.

Our Commitment

At Naperville North High School, bullying is not acceptable and is strictly prohibited. Bullying covered by this policy is conduct that occurs on school district property or at school-sponsored events; while students are being transported or walking to and from school-sponsored events; while students are waiting at school bus stops, or when the conduct otherwise would substantially interfere with the educational environment, *regardless* of where the conduct occurs. This can include cyber-bullying.

Any student who engages in bullying will be subject to appropriate discipline, up to and including suspension, expulsion, and referral to local law enforcement. A student's bullying conduct may also be addressed through other behavioral interventions which may include counseling or community service. We understand that there is an opportunity for the school to

teach a student who is bullying why their behavior is wrong.

Any student who is a bystander to any bullying conduct and who fails to take action to discourage bullying may also be subject to appropriate discipline. Bystanders who report bullying to an adult are behaving responsibly and compassionately.

No student shall be retaliated against for reporting bullying. The school will do everything in its power to keep reports confidential and the source anonymous. In the fall of 2011, District 203 will provide an anonymous reporting form. Any student who falsely and intentionally accuses another of bullying shall be subject to appropriate discipline.

Authoritative Policies

Through the **Illinois School Code**, the Illinois General Assembly declared that a “safe and civil school environment is necessary for students to learn and achieve and that bullying causes physical, psychological, and emotional harm to students and interferes with students’ ability to learn and participate in school activities . . . Because of the negative outcomes associated with bullying in schools, the General Assembly finds that school districts and non-public, non-sectarian elementary and secondary schools should educate students, parents, and school district personnel about what behaviors constitute prohibited bullying” 105 ILCS 5/27-23.7.

“Every school district shall create and maintain a policy on bullying and must communicate its policy to students and their parents on an annual basis” 105 ILCS 5/27-23.7.

“The school board....must include provisions in the student discipline policy to address students who have demonstrated....bullying, as defined in the policy. These provisions must include procedures for notifying parents or legal guardians and early intervention procedures based on available community-based and district resources” 105 ILCS 5/10-20.14(d).

The **Board of Education** of Naperville Community Unit School District 203’s policy (7.190, 7.20) complies with the School Code. The Board of Education believes in the dignity and uniqueness of each individual. In order to maintain a learning and work environment that is safe and promotes excellence in education, the Board of Education encourages respect for all persons and will not tolerate harassing, bullying, or intimidating behavior.

It is the policy of the Board to comply with all discrimination laws. No person, including a district employee or agent, or student, shall harass, intimidate, or bully another student based on the provisions of applicable local, state, and federal laws and regulations that prohibit discrimination.

The Board directs the Superintendent of Schools to inform staff members and students that the district will not tolerate any kind of harassment, intimidation, bullying, including sexual harassment, by including this policy in appropriate handbooks.

Bullying Defined

Bullying is harassment. According to Board policy, harassment is behavior, explicit or implicit, that has the intention or effect of harming or intimidating others or of creating a hostile or

offensive environment for another. Harassment can take many forms – verbal, written, visual, physical, and psychological – and is often, but not always, associated with race, ethnicity, religion, gender, sexual orientation, socioeconomic status, or physical or learning differences. Examples of harassment may include, but are not limited to, name-calling, stereotyping, derogatory remarks or slurs, or wearing or possessing items depicting or implying hatred of – or prejudice against – one of the characteristics stated above.

The NNHS **Student Handbook** defines harassment as a **Classification I violation** of the discipline code:

Classification I-26. Harassment which is often, but not always, associated with race, ethnicity, religion, gender, sexual orientation, socioeconomic status, or physical or learning differences, and which includes intimidation, threatening individuals, or inciting the participation of others in such behavior through, but not limited to, the use of e-mail, web sites, voicemail, or any other verbal, written, or electronic communication.

The Student Handbook classifies sexual harassment (7.20) as a **Classification II violation** of the discipline code:

Classification II- 10. Sexual harassment [is] a form of sex discrimination that involves unwelcome sexual advances, or requests for sexual favors. In addition, sexual harassment may include other types of verbal or physical conduct of a sexual nature when such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Complaints of any kind of harassment, intimidation, or bullying are processed according to the policy prohibiting sexual harassment, though, as noted above, the consequences for sexual harassment are different.

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of sexual or sex-based nature, imposed on the basis of sex, that (1) Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; (2) Has the purpose or effect of (a) substantially interfering with a student's educational environment; (b) creating an intimidating, hostile, or offensive educational environment; (c) depriving a student of educational aid, benefits, services, or treatment; or (d) making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive," include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual experiences or activities.

Bullying may include:

1. Physical acts, such as inappropriate, unwanted, uninvited, or injurious physical contact with another; stalking, sexual assault, and destruction or damage to the property of another individual;
2. Written or electronic communication of any type that incorporates language or depictions that would constitute bullying, using any medium (including, but not limited to, cell phones, computers, websites, electronic networks, instant messages, text messages, and e-mails);
3. Verbal threats made to another; blackmail, or demands for protection money;
4. Non-verbal threats or intimidation such as aggressive or menacing gestures;
5. Direct or indirect, relationally aggressive behavior such as social isolation, rumor spreading, or damaging someone's reputation;
6. Any of the above conduct which occurs *off school grounds* when such conduct creates, or reasonably can be expected to create, a substantial disruption in the school setting and/or at school sponsored activities and events.

Examples of conduct that may constitute bullying:

1. Blocking access to school property or facilities;
2. Stealing or hiding or otherwise defacing books, backpacks, or other personal possessions;
3. *Repeated* or *pervasive* taunting, name-calling, belittling, mocking put-downs, or demeaning humor relating to a student's race, color, gender, sexual orientation, ancestry, religion, disability, or other personal characteristics, whether or not the student actually possesses them, that could reasonably be expected to result in the disruption of school activities or that results in a hostile educational environment for the student.

Ordinarily, it's not bullying when students . . .

1. Are merely teasing;
2. "Talking trash;"
3. Trading insults;
4. Expressing ideas or beliefs (protected by the First Amendment) so long as such expressions are not lewd, profane, or intended to intimidate or harass.

High risk areas:

1. On the school bus;
2. Walking to and from school;
3. On school playgrounds, parking lots, or courtyards;
4. In school cafeterias, rest rooms, and locker rooms;
5. Through the use of internet and cell phones

Our Response

Any student who believe that he or she has been a victim of harassment, or who has witnessed harassment, should report this to an adult as soon as possible. While we prefer that a student report harassment to their Dean of Students, any adult, whether a teacher, staff member, Guidance Counselor, Student Resource Officer, coach, activity sponsor, or administrator will respond to a student report. Students also have the option of reporting through an online Bullying Report form available on the District and building websites. Reports will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

Students committing or involved with a Classification I-26 violation (see above) are subject to disciplinary action ranging from conferring with an administrator to expulsion from school. Continued infractions of this classification will have a cumulative effect, in terms of disciplinary action (7.190).

A student who believes that he is a victim of sexual harassment or has witnessed sexual harassment, is encouraged to discuss the matter with the Dean of Students, assistant principal, principal, or the district's Nondiscrimination Coordinator or Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined. An allegation that one student was sexually harassed by another student shall be referred to the building principal, assistant principal, or Dean of Students for appropriate action as defined in Board Policy 7.190. The district's current Nondiscrimination Coordinator and Complaint Managers are Carol Hetman, Assistant Superintendent for Human Resources (or designee); 203 West Hillside Road; Naperville, Illinois 60540; (630)420-6315 or Dan Bridges, Assistant Superintendent for Secondary Education (or designee); 203 West Hillside Road; Naperville, Illinois 60540; (630)420-6318.

Students committing or involved with a Classification II-10 violation (see above) are subject to immediate suspension and/or expulsion (7.190).

Any district employee who is determined, after an investigation, to have engaged in sexual harassment, will be subject to disciplinary action up to and including discharge. Any district student who is determined, after an investigation, to have engaged in sexual harassment, will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with the disciplinary policy, 7.190. Any person knowingly making a false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

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Expectations for Staff Response to Bullying

Bullying thrives where adults and student bystanders look the other way. Bullying diminishes when adults show that they care and will respond, and when student bystanders are willing to get involved. It is the our responsibility to use violations of the school rules as opportunities to help students develop more civil and compassionate social and emotional skills, accept responsibility for their learning environment, and understand consequences for poor choices and inappropriate behaviors.

1. When you see or suspect the bullying, stop it immediately.
2. Directly tell the bully that his or her behavior must stop and that it will be reported to school administration.
3. Take time to check-in privately with the victim and offer assistance and support.
4. Report the incident as soon as possible verbally and in writing to the appropriate Dean, Social Worker, Guidance Counselor, Director of Student Services, Athletics, or Activities, or other administrator.
5. Cooperate as requested by the Dean, Social Worker, Guidance Counselor, or administrator to participate in a plan of response which may involve you in an investigation, communication with parents, or contact with the Naperville Police Department if laws were broken.

Bullying Advice for Parents

1. Be aware of potential warning signs that your student may be getting bullied. Those signs could include: lethargy, depression, self-mutilations, extreme make-over attempts, diminished personal hygiene, lack of interest in social activities, sudden change in weight, inexplicable fits of rage, sudden increase or decrease in grades, and faking illness or willing oneself sick to avoid going to school. Seek professional advice to help determine the cause of these symptoms and treatment should they persist.
2. Talk to your son/daughter. Get a feel for the situation. Try your best to determine if the negative peer interaction is a result of a lack of social skills or inadequate coping skills. If you find this to be true, this becomes a teachable moment at home.
3. Make the school aware. Have your son or daughter go to their dean, counselor, or social worker, to make them aware of the situation. If a student's self-advocacy skills do not match the seriousness of the situation, you should contact the dean, counselor, or social worker. The student services department is here to help your student feel safe, secure, and happy at NNHS. Do not confront the suspected bully or bullies on your own.

4. Some parents of victims have had success in contacting the parents of the student who is bullying to build a partnership. At other times, this has added adult hostility and defensiveness to the situation. Each situation is unique.
5. Try to create or encourage opportunities for your student to meet students in a variety of ways. Different peer groups can create a fresh light on the entire situation. Participating in clubs and activities in the community outside of school may also be helpful.
6. If the harassment is taking place electronically – Facebook, email, text messages, voice mail – preserve the messages. The harassment may be illegal and the police authorities will want tangible evidence. The documents may be useful to school personnel in confronting students who are bullying.
7. If the harassment is primarily taking place away from the school, consider seeking the assistance of the police. The behavior may be criminal.

Bullying Advice for Students

1. If you see a classmate is struggling to fit in or being mistreated, take action. Please tell a teacher, coach, sponsor, School Resources Officer, counselor, social worker, or dean so they can help.
2. If you see someone being bullied please don't just be a bystander. You may intercede on the victim's behalf and tell the bullies to stop or devise a clever excuse to pull the victim away from the situation. At the very least, you need to tell someone.
3. Remember that bullying isn't just the mean things you do, it's all the nice things you never do on purpose. Letting someone walk to class alone or sit by themselves at lunch and excluding the same person repeatedly from social activities are the worst forms of bullying.
4. If you're a victim of bullying, remember, there's nothing wrong with you. Don't suffer in silence. Confide in an adult you trust that you're being bullied and need help.
5. There are times to ignore a bully. And, there are times to confront a bully. You need to decide on your own comfort level based on the frequency and severity of the situation you are dealing with. Again, this is a good conversation to have with someone you trust.
6. This month, Tip203, will be rolled out to all the high schools. This will be a place for anonymous reporting of information. We care about protecting our students and this anonymous reporting system will be another way we can do just that.