Reviewed October 15, 2024

Introduction/Background:

Normal, healthy children misbehave at times and their behavior must be controlled when it gets out of hand for their own good as well as for the good of those around them. We will not permit undesirable behavior. The child does not have the right to act any way he may wish. We will help him by providing situations which are relatively easy to behave acceptable, without needless frustrations. We will give him time out when it is necessary. We will be consistent and confident in our actions. We will help him by stopping his undesirable behavior on the spot where it occurs without making more of it than is there, without adding to it our prejudices or our angry feelings.

The parents of N.I.C.L. also have high standards for their children's behavior. The school and parents are partners in helping children know right from wrong, how to take care of themselves and maintain a good attitude. The parents will be expected to respond to the teacher's request to reinforce the code of behavior that has been set in the classroom. Children who have exceptional trouble with control, interfere with others learning or do damage to property will be removed from the classroom, sent to the office immediately for direction on improvement and or an investigation will be opened. Parents will be notified firsthand and required to come to a conference where their participation is required in a corrective program which may include counseling with a licensed social worker or psychological services. While the school does not want to interfere in a student's personal life, there are cases where their personal conduct becomes offensive to other students and faculty, therefore the school must step in. We reserve the right according to the Illinois School Code Law Chapter 122 Article 24-24 to use reasonable force as needed to maintain safety for the students as well as others. We will make every effort to complete the investigation within ten (10) school days after the initial date of the report has been made. This may involve the school administrator, school support staff, and or other staff who may have firsthand knowledge, experience, and or training on bullying prevention being notified during the investigation process.

Students will be given 3 warnings and then placed on probation. Another offense and NICL will take action to expel him/her from our school system. Expulsion is permanent and irreversible. "Parents who are disgruntle and display discontentment and disrespect for the school, its program and staff, children will be permanently expelled from our school." This also includes any student seeking retaliation against any person who reports an act of bullying or any student found to have falsely accused another of bullying.

Bullying:

Definition:

Bullying includes cyberbullying as well as it includes a non-exclusive list of specific behaviors that constitute bullying and specifies that bullying as a severe and pervasive verbal or physical act that includes intentional efforts to harm one or more individuals either direct or indirect, is not limited to behaviors that cause physical harm, and may be verbal or nonverbal. This also includes oral, written language or electronically which is directed toward a student or students causing a significant, detrimental and damaging effect on a student's physical and mental health, substantially interfering with a student's academic abilities, services, activities, clubs, or organizations provided by the school, causing reasonable fear or harm to the student's or students' person or property,

*NICL aligns with other federal, state and local laws and has an obligation to address bullying and harassment in accordance with the State law subsection (a-5) of 105 IL5/27-
23.7, deeming bullying to be contrary to State law and to the policy of the school district.

*The school's bullying prevention and response plan is not intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.

*Various forms of Bullying/Prohibited Conduct that may be illustrative or non-exhaustive may include without limitation the following:

1. Retaliation for asserting or alleging an act of bullying.
2. Perpetuating bullying or harassing conduct by spreading hurtful or demeaning material even if the material was created by another person (e.g., forwarding offensive e-mails or text messages).
3. Stalking, threats, destruction of property, sexual harassment, theft, or public humiliation, intimidation.
4. Using technology or any electronic mechanism to communicate to more than one person or the posting of materials that create any of the effects defined as cyberbullying.

Cyberbullying

Definition:

Cyberbullying is defined as any severe or pervasive act or abuse of technology used to bully or intentionally cause physical, emotional or mental harm through the use of: webpages, data, images, writings, signs, signals, impersonations, photos, radio, text messages, electronic communications to include emails, internet communications, instant messages, or facsimile communications. Cyberbullying also includes the creation of webpages or weblogs whereas the creator assumes the identity of another as the author of posted content or messages and if those contents have violating effects presented in the definition of cyberbullying. Cyberbullying also includes the distribution of electronic information to one or more persons or the posting of information on an electronic devise that may be assessed by one or several individuals if the distribution or posting has violating effects presented in the definition of cyberbullying.

Procedures:

Students are encouraged to immediately report bullying. A report may be made orally or in writing to the principal or any staff member that the student feels the most comfortable speaking with. Anyone, including staff members and parents/guardians, who has knowledge of an actual or threatened bullying situation is encouraged to report it to the school named officials or any staff member. The school named officials and all staff members are available for help with a student engaging in bullying behavior or to make a report about bullying. Anonymous reports are always accepted; however, this should not be misunderstood as formal disciplinary action based solely on an anonymous report.

1. In accordance with federal and State laws and rules governing student privacy rights, the principal or designee will immediately contact the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

2. The principal or designee shall promptly investigate and address reports of bullying, by, among other things:

- Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
- Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- Notifying all school administrators or designee of the reported incident of bullying as soon as possible after the report is received.
- Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The principal or designee shall investigate whether a reported incident of bullying is within the permissible scope of the school's jurisdiction and shall require that the school provide the victim with information regarding services that are available within the school and community, such as counseling, support services, and other programs.

3. The principal or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.

4. Any reprisal or retaliation against any person who reports an act of bullying is strictly prohibited. Any person’s act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regards to employees, or suspension or expulsion with regards to students.

5. A student will not be punished for reporting bullying or supplying information, even if the school’s investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) bullying, (b) student discipline up to and including suspension or expulsion, or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.

6. The school’s bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.

7. The principal or designee shall post this policy on the school's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired) and must also be provided periodically throughout the school year to students and faculty.

8. Pursuant to State law and policy 2:240, Board Policy Development, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The principal or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:

- The frequency of victimization
- Student, staff, and family observations of safety at a school
- Identification of areas of a school where bullying occurs
- The types of bullying utilized
- Bystander intervention or participation.

Report Information to:

Shirley Allison
Principal
Northwest Institute for Contemporary Learning
5108 W. Division
Chicago, Illinois 60651 (773) 921-2800 niclorgan@hotmail.com

Evaluation Process:

The evaluation process may use relevant data and information that the school already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission includes one of the following:

- An updated version of the policy with the amendment/modification date included in the reference portion of the policy.
- If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary, or a signed statement from the Board.
- A signed statement from the Board Director indicating that the Board re-evaluated the policy and no changes to it were necessary.

The principal or designee must post the information developed as a result of the policy re-evaluation on the school's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/ guardians, and students.

This policy is consistent with the policies of the school board, non-public, non-sectarian elementary school of Northwest Institute for Contemporary Learning.