



2. Substantially interfering with the student's or students' academic performance; or
3. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Cyber-bullying means bullying using technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyber-bullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyber-bullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

PROCEDURE

Students who believe they have been the subject of bullying are encouraged to report the matter immediately to the School Principal or to School Therapist or by calling them at the school at 847-221-7728.

Students may choose to report to a person of the student's same gender.

School staff will teach students about bullying by means of a picture system to best provide for the needs of our student population. School will also share the picture system with parents and legal guardians as well as house managers for students who reside on our campus.

All ChildBridge Center for Education employees are required to report all incidents of possible bullying which come to their attention whether through student or parent complaints or their own observation. Anonymous reports are also acceptable. Bullying reports can be made anonymously to the Administrator in writing or phone call. The Administrator will investigate the complaint as soon as possible or appoint a qualified person to undertake the investigation on his or her behalf.

Any student who is determined, after an investigation, to have engaged in bullying in violation of this policy, and the bullying behavior is within the scope of the school's jurisdiction, will be subject to disciplinary action consistent with the ChildBridge Center for Education behavior intervention policy up to and including a manifestation determination. Students may be referred back to their home school district for further disciplinary action.



Consistent with rules governing student privacy rights, the parent(s)/guardian(s) of every student involved in an alleged incident of bullying shall be informed within 24 hours and made aware of the availability of social work services, counseling measures, other interventions, and restorative measures.

With reference to investigating complaints of bullying, Little City ChildBridge Center for Education will:

- 1) Make all reasonable efforts to complete the investigation of any reporting bullying incidents within ten (10) school days after the date the report of the incident of bullying was received and will take into consideration additional relevant information received during the investigation about the reported incident of bullying.
- 2) Involve appropriate school report personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- 3) Notify the Principal or Principal's designee of the report of the incident of bullying as soon as possible after the report is received.
- 4) Consistent with Federal and State laws and rules governing student privacy rights, provide parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school Principal or designee to discuss the investigation, the finding of the investigation, and the actions taken to address the reported incident of bullying.

The investigation of reported bullying incidents will include a process to investigate whether a reported act of bullying is within the permissible scope of the school's jurisdiction. If it is determined that the incident is not within the school's scope, victim will be provided with information regarding services that are available within the district and community, such as counseling, support services and other programs.

If within the scope of the school's jurisdiction, interventions that the school will provide for the student include social work services, restorative measures, social-emotional skill building, counseling, and school therapy services. Additional interventions the school will provide include positive behavior support, social groups, social stories, instructions on positive peer relationships, and bystander trainings.

A reprisal or retaliation against any person who reports an act of bullying is prohibited. A student's act of reprisal or retaliation will be subject to disciplinary action consistent with the ChildBridge Center for Education behavior intervention policy up to and including a manifestation determination. Students may be referred back to their home school district for further disciplinary action.

A student will not be punished for reporting bullying or supplying information, even if the ChildBridge Center for Education's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions. Consequences will include a meeting with the Principal to discuss and a counseling session with the school social worker.



Little City ChildBridge Center for Education will utilize a quarterly evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such as:

- 1) The frequency of victimization.
- 2) Student, staff, and family observations of safety at a school.
- 3) Identification of areas of a school where bullying occurs.
- 4) The types of bullying that are common occurring.
- 5) Bystander intervention or participation.

The results of the quarterly evaluation as well as the most current versions of the anti-bullying policy will be posted on the district website. If the internet website is not available, the information must be provided to school administrators, school board members, school personnel, parents, guardians, and students.