



Allendale

Issued by: Allendale Educational Services	Supersedes Policy: All other policies
Policy: Bullying Prevention Policy	Date Issued 9/27/17; 9/27/19; rv 9/29/2021; 11/9/2021
References: ISBE 105 ILCS 5/27-23.7(d)	
Approved By: Allendale Therapeutic Day School	Date: 01/07/2022

Bullying Prevention Policy

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these behaviors and providing all students access to a safe, non-hostile learning environment are important school goals and important to cultivating a safe and welcoming environment at our school.

Bullying is prohibited on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic.

Bullying includes *cyber-bullying* (bullying through the use of technology or any electronic communication) and means 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 may take various forms including, without limitation one or more of the following: name calling, using derogatory slurs, harassment, causing psychological harm, threats or causing physical harm, intimidation, stalking, sexual harassment, theft, destruction of property or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above and is prohibited in each of the following situation:

1. During any school-sponsored education program or activity.
2. While on school property, on school transportation, or at a school bus stop.
3. Through the transmission of information from a school computer or computer network, or other electronic school equipment.
4. When the behavior occurs outside school and/or using non-school technology or electronic devices if the bullying causes a substantial disruption to the educational environment and or orderly operation of the school.

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 treated as bullying for purposes of determining any consequences or other appropriate disciplinary actions.

A student will not be disciplined for reporting bullying or supplying information, even if the 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 disciplinary actions.

Reporting

Bullying is contrary to State law and the policy of the school. Students who believe they are victims of bullying or have witnessed such activities are encouraged to immediately report the incident orally or in writing to a classroom teacher, school administrator, or any staff member. All staff members are available for help with a bully or to make a report. The main school line can be used to report any incidents via phone at 847-245-6400. Anonymous reports may be written and put into a classroom grievance box or made by phone call. A school administrator will be notified of any incident of bullying as soon as possible after being reported. The Sr. Vice President of Educational Services will review all reports:

Jennifer Stiemsma, Sr. Vice President of Educational Services
jstiemsma@allendale4kids.org
847-245-6400

Investigations of Allegations

Reports will be investigated promptly, and efforts will be made to complete the investigation within 10 school days from the reported date taking into consideration additional relevant information received during the course of the investigation. Appropriate school personnel with knowledge, experience and training will be assigned to investigate the allegation of bullying. Complaints will be kept confidential to the extent possible given the need to investigate.

School personnel will determine if the reported act took place within or outside of the school's scope of jurisdiction by identifying the location and time of incident, persons involved, means in which the alleged act occurred, and if there is a substantial impact on the educational environment of the

school. If the incident is outside of the school's area of responsibility, the student will be provided with community resources.

Consistent with federal and state laws and rules governing student privacy rights, parents and/or guardians of all students involved in the incident will be notified of the alleged incident. They will be provided relevant information and the opportunity to meet with a school administrator or designee to further discuss the incident, findings and actions taken to address the situation. Services within the school program and community will be provided to the student and family (i.e.: counseling, support services). As a therapeutic day school, Allendale has highly trained special education teachers, paraprofessionals, and counselors to help respond to incidents of bullying and provide support. Additional interventions may include a social worker, restorative measures, social-emotional skill building, school psychological services, additional counseling, and community-based services.

Any student who is determined, after an investigation, to have engaged in bullying will be subject to disciplinary consequences and safety plans as determined by their team. Clinical teams meet regularly to evaluate plans, interventions, and consider appropriate restorative measures for the situation.

Policy Review

The effectiveness of the school's policy will be reviewed every two years by feedback from all stakeholders including students, parents, and guardians and updated in the school handbook and posted on Allendale's website at www.allendale4kids.org.

<https://allendale4kids.org/wp-content/uploads/2021/12/Allendale-Bullying-Policy12.20.21.pdf>

The school handbook is distributed annually to parents/guardians, students, school staff as well as provided to all new school employees.

The policy review will be based upon but not limited to the following factors:

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

The evaluation process may use relevant data and information that Allendale already collects for other purposes.

This policy is consistent with Allendale School's other policies.