

APPENDIX B  
HARASSMENT, INTIMIDATION, AND BULLYING POLICY

**Harassment, Intimidation and Bullying: Policy (See Code of Conduct on the District website for detailed information)**

The National Resource Center for Safe Schools defines bullying in the following way: Direct bullying includes physical violence, taunting and teasing, threats of violence and extortion or theft. Indirect bullying includes name-calling, spreading rumors and exclusion from a peer group. Pupils are protected from harassment, intimidation and bullying motivated by any actual or perceived characteristics, such as race, color, religion, natural origin, gender, sexual orientation, gender-identity and expressions, or a medical, physical or sensory disability. One of the major problems with bullying in schools is that the supervising adults do not witness it and either the victim or the other students witnessing the bullying do not report it. Do not suffer in silence. Students must report bullying to a school counselor or administrator immediately.

The Hainesport Township School District will combat bullying during the school year in the following way:

Unified Policy - The school has a **zero** tolerance policy for bullying of any kind. Violations will be handled on an individual basis. Repeat offenders will receive more harsh penalties. The actions may include (in no particular order and depending on the degree and frequency of behavior):

- a. Administration, guidance counselor or teacher conferencing with the student
- b. Student writing an essay on bullying
- c. Parent notification
- d. Peer mediation
- e. Lunch detention
- f. Bus suspension
- g. Counseling
- h. Internal suspension
- i. External suspension
- j. Expulsion

Staff Training - All appropriate staff members will be trained in the detection and appropriate interventions regarding bullying.

Student Training - The staff will meet with all students and explain the process of handling bullies. Ongoing meetings will take place to help the students recognize their role in terms of self-policing and self-definition.

Policy Enforcement - The policy will be handled consistently and quickly regarding bullying.

Develop Programs -The school will develop programs that address bullying behaviors and provide school-wide anti-bullying programs.