

Bullying and Cyber Bullying Policy 2015

The Board of Directors of Insight School of Michigan has approved the following anti-bullying policy.

The Insight School of Michigan believes that a safe and secure educational environment is necessary for students to learn and achieve. It is the Insight School of Michigan's highest priority to provide an environment that is safe, secure and conducive to learning. Demonstration of appropriate behavior, treating others with respect, and refusing to tolerate harassment or bullying is expected of students, administrators, parents, faculty, staff, visitors, and volunteers.

BULLYING IS PROHIBITED

Bullying of a pupil, whether by other students, staff, visitors, parents, guests, contractors, or volunteers, is prohibited. All students are protected under this policy, and bullying is prohibited without regard to its subject matter or motivating animus.

The Board of Directors delegates to the Head of School the function of implementing administrative procedures, which includes notification of the parents or legal guardians of both victims and perpetrators of bullying.

DEFINITION OF BULLYING

- *Bullying is defined as any written, verbal, or physical act, or any electronic communication, that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or indirectly by doing any of the following:*
- *Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.*
- *Adversely affecting the ability of a pupil to participate in or benefit from Insight School of Michigan's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.*
- *Having an actual and substantial detrimental effect on a pupil's physical or mental health.*
- *Causing substantial disruption in, or substantial interference with, the orderly operation of the school.*

Cyberbullying – any electronic communication that is intended or that a reasonable person would know is likely to harm one or more students, either directly or indirectly, by doing any of the following:

- *Substantially interfering with educational opportunities, benefits, or programs of one or more pupils;*
- *Adversely affecting the ability of a pupil to participate in or benefit from the school district's or public school's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress;*
- *Having an actual and substantial detrimental effect on a pupil's physical or mental health;*
- *Causing substantial disruption in, or substantial interference with, the orderly operation of the school.*

Bullying is prohibited at school. "At school" is defined as in a classroom, elsewhere on school premises, at school-sponsored activities or events, on a school bus or other school-related vehicle, or using a telecommunications access device or a telecommunications service provider if the telecommunications access device or telecommunications service provider is owned by or under the control of the Insight School of Michigan. "Telecommunications access device" and "telecommunications service provider" mean those terms as defined in Section 219a of the Michigan Penal Code (MCL § 750.219a).

Bullying that does not occur "at school," as defined above, including bullying that occurs over the internet (cyberbullying), that causes a substantial disruption to the educational environment may be subject to disciplinary action in accordance with this policy and applicable law.

REPORTING INCIDENTS OF BULLYING

Every student is encouraged to report any act of bullying/cyberbullying to a staff member, including a teacher, a counselor, the head of school, or other staff member. Staff members shall report any reports of acts of bullying to the Head of School. Complaints against the Head of School shall be reported to the Board of Directors.

Retaliation or false accusation against a target of bullying/cyberbullying, a witness, or another person with reliable information about an act of bullying/cyberbullying is prohibited. Suspected retaliation should be reported in the same manner as suspected bullying/cyberbullying behavior. Making intentionally false accusations about bullying/cyberbullying is prohibited. Retaliation and making intentionally false accusations about bullying/cyberbullying may result in disciplinary action up to and including expulsion.

INVESTIGATING REPORTS OF BULLYING

All reports of a violation of this policy or a related complaint shall be promptly investigated. The Head of School or the Head of School’s designee is responsible for the investigation. Students have the right to due process in all disciplinary proceedings. If the investigation results in a finding that an instance of bullying/cyberbullying has occurred, it shall result in prompt and appropriate disciplinary action, up to and including expulsion for students, up to and including discharge for employees, up to and including exclusion for parents, visitors, volunteers, and contractors. Individuals may also be referred to law enforcement officials.

Where the investigation results in a finding that bullying has occurred, notification will be provided to the parent or legal guardian of a victim of bullying and the parent or legal guardian of a perpetrator of the bullying.

RECORDKEEPING

The Board of Education delegates to the CEO the function of establishing a procedure to document the report of any prohibited incident.

Verified incidents of bullying/cyberbullying and the resulting consequences, including discipline and referrals, shall be reported to the Board of Education on at least an annual basis.

This policy and related information will be published and disseminated annually as part of the Family Student Handbook, the Board Policy Book, all website references, and in any other media in which it may appear.

Rule	Possible Consequence or Intervention for Infraction
<p>Prohibition of Bullying/Cyberbullying and Serious Threats</p> <p>Bullying/cyberbullying of a pupil, whether by other students, staff, visitors, parents, guests, contractors, or volunteers, is prohibited. All students are protected under this policy, and bullying/cyberbullying is prohibited without regard to its subject matter or motivating animus.</p> <p>Bullying/cyberbullying is defined as any written, verbal, or physical act, or any electronic communication, that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or</p>	<p>Discuss incident with student.</p> <p>Hold a disciplinary meeting with parents/guardians, student, and staff members.</p> <p>Suspend student from school privileges.</p> <p>Suspend from school if above interventions are not effective.</p> <p>Expulsion is also possible when the nature of the incident is serious or repeated.</p>

<p>indirectly by doing any of the following:</p> <ol style="list-style-type: none">1. Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.2. Adversely affecting the ability of a pupil to participate in or benefit from the Insight School of Michigan's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.3. Having an actual and substantial detrimental effect on a pupil's physical or mental health.4. Causing substantial disruption in, or substantial interference with, the orderly operation of the school.	
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