Community High School District 128

Bullying Policies and Procedures

Bullying is defined by the Illinois School Code as "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 predicted to have the effect of one or more of the following:

a. placing the student or students in reasonable fear of harm to the student's or students' person or property
b. causing a substantially detrimental effect on the student's or students' physical or mental health
c. substantially interfering with the student's or students' academic performance
d. 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 can take various forms, including but not limited to: 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. Bullying is a serious offense, is contrary to state law and prohibited in Community High School District 128. Board policies 7:180, 7:20, 7:190 and 7:240 expressly forbid bullying in any form and describe procedures and consequences regarding such action.

Procedure

Bullying of any type should be reported immediately. Students, staff and parents may report bullying directly to:

Libertyville High School	Vernon Hills High School	Community High School District 128
Ms. Meagan Silverberg	Mr. Greg Stilling	Briant Kelly
Assistant Principal	Assistant principal	Associate Superintendent
Libertyville High School	Vernon Hills High School	Community High School District 128
708 West Park Avenue	145 N. Lakeview Parkway	50 Lakeview Parkway, Ste. 101
Libertyville, IL 60048	Vernon Hills, IL 60061	Vernon Hills, IL 60061
847-327-7000	847-932-2000	847-247-4500
meagan.silverberg@d128.org	greg.stilling@d128.org	briant.kelly@d128.org

Any student, staff member or adult can report bullying using the contact information above. However, if it is more expeditious or appropriate to report it to another member of the staff, that staff member should report it immediately to the persons listed above. Anonymous reports can be made using the D128 app or the websites http://lhswildcats.org/report-bullying for Libertyville High School and http://vhhscougars.org/report-bullying for Vernon Hills High School.
Any reprisal or act of retaliation against a person for reporting bullying is prohibited and can be treated as bullying with accompanying consequences and remedial actions.

Once bullying has been reported all reasonable efforts will be made to complete the investigation within 10 school days of the receipt of the bullying report. (Anonymous reports of bullying follow the same procedure. However, consequences cannot be based solely on an anonymous report.) During an investigation parents of all students involved in the incident will be promptly informed; including the role their child played in the incident and a discussion of the investigation findings and actions to be taken. Available school social work,counseling and psychological services, as well as other interventions and restorative measures, should also be shared with parents. Please note some matters in an investigation are confidential and may not be shared.

Interventions and Restorative Measures

The District employs a wide variety of interventions and restorative measures including a continuum of school-based alternatives, adapted to school, community and individual needs. They are designed to contribute to maintaining school safety and protecting the integrity of the learning environment. The goal is to teach students skills to be successful in school and society by building and restoring relationships. The likelihood of future disruptions are reduced by balancing accountability with the behavioral needs of students to keep them in school.

Interventions and restorative measures specific to CHSD 128 include, but are not limited to, the following individual and school-wide programs and activities:

- Curriculum topics on anti-bullying in Link Crew (LHS) and Transition (VHHS) classes
- Staff and student training on bullying recognition and intervention
- Individual student counseling
- Peer mediation
- Anger management groups
- Extracurricular Code meetings
- Class schedule adjustments
- Adjustments to lunch and parking privileges
- Suspensions (in-school and out)
- Detentions (after school and Saturday)
- Expulsions

Regular evaluation and assessment of this bullying policy will include frequency of victimization, types of bullying utilized, observations of school safety (by students, staff and parents), identification of school areas where bullying occurs and bystander intervention or participation.

Note: Whenever a bullying incident involves a student with an IEP or 504 Plan a meeting should be scheduled to review any relationships to the student's disability, educational needs and services as related the IEP or 504 Plan. Specific language from the U.S. Department of Education states: *Ultimately, unless it is clear from the school's investigation into the bullying conduct that there was no effect on the student with a disability's receipt of FAPE, the school should, as a best practice, promptly convene the IEP team or the Section 504 team to determine whether, and to what extent: (1) the student's educational needs have changed; (2) the bullying impacted the student's receipt of IDEA FAPE services or Section 504 FAPE services; and (3) additional or different services, if any, are needed, and to ensure any needed changes*

are made promptly. By doing so, the school will be in the best position to ensure the student's ongoing receipt of FAPE.

This document was developed by a range of stakeholders, including students, parents and staff members of Community High School District 128.

This document and Board policies on bullying can be found on our website and in our Student Handbooks.