



Fremont Public Schools Administration

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Bullying/Harassment/Intimidation Policy:

Bullying of a student at school is strictly prohibited. For the purposes of this policy, "bullying" shall be defined as:

Any written, verbal, or physical act or cyberbullying (Threatening or degrading other students through means of electronic communication, such as social media, text messaging, etc.) that is intended or that a reasonable person would know as likely to harm one or more students either directly or indirectly by doing one or more of the behaviors will be disciplined accordingly. Bullying is often a series of repeated behaviors that lead to a disruption to the learning environment.

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

Reporting an Incident:

If a student, staff member, or other individual believes there has been an incident of bullying in violation of this policy, s/he shall promptly report such incident to the appropriate principal or designee.

Retaliation/False Accusation. Retaliation or false accusation against a target of bullying, anyone reporting bullying, a witness, or another person with reliable information about an act of bullying is strictly prohibited.

A report may be made in person, via telephone, or in writing (including electronic transmissions). If an incident of bullying is reported to a staff member who is not the appropriate principal or designee, the staff member shall promptly report the incident to one of those individuals. If a student feels they are being bullied, teased, or harassed, Fremont Public Schools has multiple ways to report the alleged behavior.

If a student feels they are being bullied, teased, or harassed it is imperative to report the behavior through one or more of the following means:

- a. Report to a Staff member: Teacher, Counselor, or Administrator
- b. Call 231-924-7400 to report the incident via telephone

Investigation

All reported allegations of bullying and harassment shall be promptly and thoroughly investigated by the building principal or designee. An incident report will be subsequently documented to insure trends of behavior can be addressed.

Notice to Parent/Guardian

If the Principal or designee determines bullying and harassment have occurred, they shall promptly notify the victim of the harassment.

Students who engage in any act of bullying while on school property at any time during school or school-sponsored activities shall be subject to disciplinary action. The proceeding behaviors will be subject to one or more disciplinary actions:

- a. Removal from participation in extra-curricular activities
- b. Conference with parent(s)/guardian(s)
- c. Suspension for up to 10 days
- d. Long-term suspension for the remainder of the school term
- e. Long-term suspension for the remainder of the school year i.e.: Longer than one term or semester but less than a full school year
- f. Referral to an appropriate law enforcement agency
- g. Permanent expulsion from the School District