

# Bullying, Harassment, Discrimination, Hazing, Sexual Assault And Sexual Harassment

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South Loop Montessori School (or “School”) does not tolerate verbal or physical behavior that constitutes bullying (including cyber- bullying), harassment or discrimination, hazing, sexual assault and sexual harassment (also referred to as “interpersonal misconduct”). The School is also committed to promptly addressing any behavior that impedes the learning of any student or interferes with the experience of any other member of the school community.

Bullying, harassment, discrimination, hazing, sexual harassment and sexual assault are prohibited on the School’s campus, School-sponsored events, activities, and off-campus trips. School-owned technology may not be used to intimidate, harass, threaten, or bully another student.

In addition, interpersonal misconduct is prohibited at a location, activity, function, or program that is not School-related or through the use of technology or an electronic device that is not owned, leased or used by the School, if such conduct: (a) creates a hostile environment at school for a student, (b) infringes on the rights of a student at the School, or (c) substantially disrupts the educational process or the School’s orderly operations.

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## Definitions

**Aggressor:** A student or faculty/staff member who engages in bullying (including cyber-bullying), harassment, discrimination, hazing, sexual assault, sexual harassment or retaliation towards another person.

**Bullying:** Bullying is prohibited under the laws of the State of Illinois and is defined as the use of a written, verbal or electronic expression or a physical act or gesture, or any combination thereof, by one or more students or members of the faculty/staff directed at a target that:

- (a) places the student or students in reasonable fear of harm to the student's or students' person or property;
- (b) causes a substantially detrimental effect on the student's or students' physical or mental health;
- (c) substantially interferes with the student's or students' academic performance; or
- (d) substantially interferes with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by the School.

Bullying occurs over an extended period of time (one instance does not connote bullying) and must involve a power differential.

The School recognizes that certain students may be more vulnerable to becoming targets of bullying or harassment based on actual or perceived differentiating characteristics, including race, color, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

**Cyber-Bullying:** Cyber-bullying is bullying through the use of technology or electronic communication, including, but not limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.

Cyber-bullying includes, but is not limited to: (a) the creation of a web page or blog in which the creator assumes the identity of another person, and (b) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation constitutes bullying conduct as defined above. Cyber-bullying includes, but is not limited to, the distribution by electronic means of a communication to more than one person, or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions included in the definition of bullying. When a claim of cyberbullying is made, the school shall investigate to first determine if the alleged offense is within the permissible scope of SLMS's jurisdiction. The school shall also provide information regarding services that are outside of the scope of what is provided at the school such as counseling.

**Faculty/Staff:** Faculty/staff members include, but are not limited to, educators, administrators, counselors, school nurses, dining services workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, support staff and paraprofessionals.

**Harassment Or Discrimination:** Harassment or discrimination is behavior that is pervasive or severe and has the purpose or effect of:

- (a) creating an intimidating, hostile or offensive environment;
- (b) interfering unreasonably with a student's academic performance; or
- (c) creating a situation where academic decisions of a student depend on the student submitting to and/or not objecting to the behavior.

Harassment and discrimination can take many forms. Examples include limiting opportunities to participate in certain activities based on certain characteristics, as well as slurs, jokes, statements, remarks, questions, gestures, pictures, emails, texts, or cartoons regarding a legally protected status that are derogatory or demeaning to an individual's or group's characteristics or that promote stereotypes. Harassment also includes sexual harassment (as defined below).

**Hazing:** Hazing means knowingly requiring the performance of any act by a student or other person in a school for the purpose of induction or admission into any group, organization, or society associated with that school if the act is not sanctioned or authorized by the school and, the act results in bodily harm to any person.

**Hostile Environment:** A hostile environment refers to a situation in which certain misconduct causes the school environment to be permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive so as to alter the conditions of a student's education.

**Retaliation:** Retaliation is any form of intimidation, reprisal or harassment directed against a student who reports misconduct (including, but not limited to, bullying, harassment, discrimination, hazing, sexual assault or sexual harassment), provides information during an investigation, or witnesses and/or has reliable information about such misconduct.

**Sexual Assault:** Sexual assault occurs when a person is forced or coerced into sexual activity without giving consent. Sexual activity includes, but is not limited to, touching or fondling, either directly or through the clothing, of another's intimate areas or any contact, intrusion or penetration of another's sex organs, anus or mouth.

**Sexual Harassment:** Sexual harassment is a type of harassment (as defined above). Sexual harassment includes unwilling and unwanted sexual attention, regardless of gender, from anyone with whom a person may interact in the course of attending the School or being present at school-sponsored activities.

Examples of behavior that may constitute sexual harassment include (regardless of whether the intent or consequence of such behavior is to make the target feel uncomfortable):

- 1) offensive body language (staring and/or leering at a person's body or standing/brushing too close);
- 2) offensive or unwanted sexual comments, abuse, jokes, insults, delivered orally or in writing; derogatory or pornographic posters, cartoons or drawings;
- 3) pressure for sexual activity (such as hazing or threats as well as repeated requests after rejections);

- 4) offering favors or benefits in exchange for sexual acts, or threatening mistreatment if one does not engage in sexual acts;
- 5) and offensive or unwelcome physical advances (including kissing, hugging, pinching, grabbing, groping, “playful” slapping, etc.).

**Target:** Any student against whom bullying, harassment, discrimination, hazing, sexual assault or sexual harassment has been perpetrated.

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## Legal Definitions & School Policies

In accordance with the School’s mission, values, and standards of conduct, the School has, at times, supplemented and/or provided broader protections against bullying, discrimination, harassment, and other inappropriate conduct than may be required under applicable laws. In essence, the School’s standards may be stricter than the law and the School may impose discipline accordingly. The School’s efforts to enhance its protection of students in no way expand an individual’s rights under the law and other applicable laws may supersede this policy. Further, the School may modify and amplify the standards set forth above and use its discretion in the interpretative enforcement of all ideals and standards of conduct.

## Reporting Complaints

A student who is the target of bullying, harassment, discrimination, hazing, sexual assault, or sexual harassment, or who has witnessed such an incident or any incident of retaliation, or who otherwise has relevant information about conduct prohibited by the School, is strongly encouraged to report the matter promptly (either orally or in writing) to the Director of School (Complaint Manager), or to any other administrator or faculty member with whom the student is comfortable speaking.

**South Loop Campus Director of School:** Kaitlyn Sliwski ([kaitlyn@amaschools.com](mailto:kaitlyn@amaschools.com))

**Andersonville Campus Director of School:** Adrianna Balmaseda ([adrianna@amaschools.com](mailto:adrianna@amaschools.com))

Reports that are not made in person can be emailed or can be given over the phone to a Director of School at (312) 431-8050.

If a student is uncomfortable contacting one of these individuals, the student may ask a teacher, another adult staff member, or a classmate to help. Oral reports made to a member of the faculty/staff will generally be memorialized in writing.

With respect to reporting sexual assault in particular, students are strongly urged to speak to a trusted adult on campus or at home. When making such outreach, students may share as little or as much information as they would like.

Parents/guardians of a student who is the target of interpersonal misconduct, or of a student who has witnessed or otherwise has relevant information about such misconduct, are urged to immediately notify the Head of School or another member of the administrative team.

Furthermore, any parent/guardian who has witnessed interpersonal misconduct, or has relevant information concerning such an incident or any incident of retaliation, are strongly encouraged to contact an administrator immediately.

The School urges students and parents/guardians not to make anonymous reports. Although there are circumstances in which an anonymous report can be better than none at all, it is far more difficult to determine the facts of what occurred if complaints are made anonymously and disciplinary action will generally not be taken against an individual solely on the basis of an anonymous report.

The School cannot promise absolute confidentiality to those reporting bullying, harassment, discrimination, hazing, sexual assault or sexual harassment, as there may be a need to share information during an investigation or otherwise; however, the School will disclose such information with discretion, on a need-to-know basis.

## Retaliation

Retaliation is strictly prohibited and any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

## False Complaints

All persons involved in a complaint or investigation should understand that false or exaggerated accusations can be extremely damaging to innocent persons; therefore, the School expects and requires the honest and full disclosure of facts, taking into account the ages of the individuals,

by all involved. Any person who knowingly makes a false accusation of bullying, harassment, discrimination, hazing, sexual assault, sexual harassment, or retaliation may be subject to disciplinary action.

## Responding To Complaints

The goals of an investigation, and any supportive, disciplinary or other remedial process that is imposed following that investigation, are to correct the situation to the extent reasonably possible and to take steps to prevent repetition of the incident and retaliation. The School strives to make all reasonable efforts to complete an investigation within ten (10) school days after the date of the initial report.

When a complaint is brought to the attention of the Head of School or the Head of School's designee, an assessment is made to determine the initial steps appropriate to protect the well-being of the students involved (including both the alleged targets and aggressors) and to prevent disruption of the learning environment while the investigation is undertaken. The School may use strategies, such as increased supervision, stay-away mandates and personal safety plans, as may be appropriate to prevent further misconduct, witness interference and/or retaliation during the course of and after the investigation.

The Head of School or Head of School's designee will conduct an impartial, fact-finding investigation of the complaint. This investigation may include (but is not necessarily limited to) interviews with the complainant, alleged target(s), alleged aggressor(s) and any other witnesses or parties who have information relevant to the alleged incident. The School may consult with faculty, the parents/guardians of the alleged target(s) and/or the alleged aggressor(s), or any other person deemed to have knowledge about, or circumstances surrounding, the complaint.

The School neither tolerates nor engages in retaliation against an individual for filing a complaint about interpersonal misconduct or cooperating in an investigation of such a complaint. The School will not take adverse action against a student for making a good faith report of interpersonal misconduct. An individual who is found to have engaged in retaliation against a student for filing a complaint, or participating in the investigation of a complaint, may be subject to disciplinary action.

Upon completion of the investigation, the Head of School (or the Head of School's designee) will generally make the following determinations:

- Whether and to what extent the allegation of bullying, harassment, discrimination, hazing, sexual assault or sexual harassment has been substantiated.

- Whether any disciplinary action, and/or other remedial action is appropriate and, if so, how it will be implemented.
- Whether any social-emotional skill-building, counseling, or a referral to appropriate services, should be offered to targets, aggressors, or family members of the affected students or targets.

The Head of School (or the Head of School’s designee) will determine any appropriate disciplinary action for a student who is found to have committed an incident of bullying, harassment, discrimination, hazing, sexual assault, sexual harassment, or retaliation. The range of disciplinary actions will balance the need for accountability with the goal of teaching appropriate behavior, and may result in restriction, disciplinary notice, mandatory counseling, suspension, separation, dismissal, and/or any disciplinary action deemed appropriate by the School.

Information about consequences or other corrective action may be shared with the School community as deemed appropriate by the Head of School. Such announcements may be made in person, by electronic communication, or otherwise. Resources such as counseling or referral to appropriate services are available to all students – including the alleged aggressor(s) and the alleged target(s) – during and after an investigation.

## Notification To Parents/Guardians

The School will generally notify the parents/guardians of the alleged target(s) and the alleged aggressor(s) promptly after a complaint has been filed, upon completion of the investigation and to report the results of the investigation. Parents/guardians of the target(s) will generally also be notified of any action to be taken to prevent further acts of bullying, harassment, discrimination, hazing, sexual assault, sexual harassment or retaliation. After the parents/guardians have been notified of the completion of the investigation they are welcome to contact school administration to discuss the investigation, the findings of the investigation, and any actions taken to address the reported incident of bullying.

In all situations, the amount of information shared by the School may be limited by confidentiality laws protecting student and employee records, other confidentiality or privacy considerations and/or concerns regarding the integrity of the investigation processes.

## Notification To Government Authorities

In appropriate circumstances, such as when a crime may have been committed or a child may have been subjected to abuse or neglect of the type that is reportable under Illinois law to



DCFS, law enforcement or other appropriate government agencies may be notified. At any point after receiving a report of misconduct, including, but not limited to, bullying, harassment, discrimination, hazing, sexual assault or sexual harassment, the School may notify local law enforcement or other government agencies. If South Loop Montessori School receives a complaint involving students from another school, the School may notify the appropriate administrator of the other school so that both may take appropriate action.

## **Sanctuary Policy Applicable To Sexual Assault**

Student health and safety are more important than discipline. Therefore, a student should not refrain from seeking help for fear of discipline by the School. If a student is violating a school rule when the student needs to call for help due to a sexual assault, the student will generally be granted sanctuary from discipline for the rule violation (unless, for instance, the student perpetrated the sexual assault). We reiterate that we strongly encourage students to promptly report to a School employee any incident where the health or safety of a student may be at risk.

## **Policy Evaluation Process**

Throughout the process of the academic school year South Loop Montessori School shall keep a log of all observed and reported incidents of bullying in order to evaluate the outcomes and effectiveness of the School's policy. Those logs shall be evaluated twice a year and shall look at:

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