

"Bullying" includes "cyber-bullying" and means 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 reasonably predicted to have the effect of one or more of the following:

- (1) Placing the student or students in reasonable fear of harm to the student's or students' person or property;
- (2) Causing a substantially detrimental effect on the student's or students' physical or mental health;
- (3) Substantially interfering with the student's or students' academic performance; or
- (4) Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: 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. This list is meant to be illustrative and non-exhaustive.

"Cyber-bullying" means bullying through the use of technology or any electronic communication, including without limitation 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 system, photoelectronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. "Cyber-bullying" includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section. "Cyber-bullying" also includes 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 effects enumerated in the definition of bullying in this Section.

Bullying is contrary to Illinois State Law. Nothing in this Section is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 of Article 1 of the Illinois Constitution.

To report an incident of bullying, please contact Lynor Johnson at 630.896.7557 or lynor@foxvalleymontessori.org.

If you would like to report an incident anonymously, please use this form
<https://forms.gle/5oB9cWr53HbZ6WBZA>

Upon notification of an incident, appropriate parties will be notified and the parties will be notified of availability of local services such as social work, psychological, etc. Restorative measures will be put in place dependent on the incident and in accordance with local, state and federal laws.

FVMS will make all reasonable efforts to complete the investigation within 10 school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information received during the course of the investigation about the reported incident of bullying. The school will involve appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process. The principal/executive director is notified immediately of the report. Consistent with federal and State laws and rules governing student privacy rights, providing parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

FVMS strives to help both parties involved in such a situation understand intent versus impact and guide students to resolve the interaction. We ask that you strongly consider limiting or disallowing your child to be active on social media sites due developing cognitive and emotional abilities at these tender ages. As part of our curriculum, we help students identify and label their feelings.

It is against school policy to retaliate against any person who reports an act of bullying. Individuals who violate this policy will be subject to disciplinary action, up to and including expulsion or termination. FVMS reserves the right to discipline based upon the severity of the infraction. Students will not be penalized because a student or parent utilizes the procedures for reporting any type of inappropriate conduct, harassment or discrimination, or assists and cooperates in an investigation. FVMS will consider consequences and appropriate remedial actions for a person found to have falsely accused another of bullying as a means of retaliation or as a means of bullying.

An incident which may be a violation of this policy should be promptly reported to the Executive Director in writing. If the complaint involves the Executive Director, the complaint should be reported to the President of the Board of Directors. All complaints will be investigated thoroughly and promptly. To the extent possible, confidentiality will be preserved and limited to those individuals who have a need to know of the complaint and/or investigation. Following the investigation, follow up and monitoring, when

appropriate, will be conducted. Upon the conclusion of the investigation, the Executive Director or the President of the Board of Directors will issue a written decision. Individuals who violate this policy will be subject to disciplinary action, up to and including expulsion or termination. FVMS reserves the right to discipline based upon the severity of the infraction.

This policy will be reviewed every 2 years and input from the FVMS community is encouraged. FVMS will review the effectiveness of the policies based on reviews of incidents and their outcomes, in addition to utilizing such factors as the frequency of victimization; student, staff, and family observations of safety at a school; identification of areas of a school where bullying occurs; the types of bullying utilized; and bystander intervention or participation. This information will be made available to the FVMS community. This policy reflects the policies of FVMS, an accredited AMS school, which is also recognized by the ISBE. Approved 2/4/22