



Policy

Title:	Bullying Prevention	Policy Number:	CR 06
Adopted:	11/02/22	Effective Date:	11/02/22
Revision Date(s):	n/a		

Policy Purpose/ Rationale	To establish bullying as a prohibited behavior and articulate the parameters of school responsibility for addressing bullying behavior. This policy also addresses procedural requirements, including development, review and dissemination.
Scope	All employees having contact with students in our educational programs
Reference(s)	Illinois State Board of Education; Illinois School Code (105 ILCS 5/27-23.7); Illinois Prevent Student Violence Act (Public Act 96-0952)
Related Policies	Zero Tolerance Policy

I. Policy:

Bullying violates Illinois state law, the policies of the school districts served by Cunningham Children’s Home and the educational programs operated by Cunningham Children’s Home. As articulated by the Illinois General Assembly, bullying diminishes a student’s ability to learn and a school’s ability to educate. Preventing students from engaging in bullying behaviors and providing all students with equal access to a safe, non-hostile learning environment are important goals for our educational programs.

Bullying is explicitly prohibited on the basis of actual or perceived race, color, religion, sex, sexual orientation, gender-related identity or expression, ancestry, national origin, age, actual or potential marital or parental status (including pregnancy), status of being homeless, physical or mental disability, association with a person or group with one or more of the aforementioned actual or perceived characteristics or any other distinguishing characteristic.

Bullying is prohibited as follows:

- During any school-sponsored education program, events or activities;
- While in school, on school property, on school buses or other school vehicles or at designated school bus stops waiting for the school bus;
- Through the transmission of information from a school computer, a school computer network or other similar school equipment.
- Through the transmission of information from a computer that is accessed at a non-school related location, activity, function or program or from the use of technology or an electronic device that is not owned, leased or used by a school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. Note: This item only



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applies to cases in which a school administrator or teacher receives a report that bullying through this means has occurred and does not require a district or school to staff or monitor any non-school related activities, functions or programs.

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 of the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.

II. Definitions

"Bullying" (as defined in 105 ILCS 5/27-23.7) 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 substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance;
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 humiliation, destruction of property or retaliation for asserting or alleging an act of bullying. These are examples and are not intended to reflect an exhaustive list of bullying behaviors.

"Cyberbullying" (as defined in 105 ILCS 5/27-23.7) 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 systems, photoelectronic system or photo optical system, including without limitation electronic mail, internet communications, instant messages or facsimile communications.

Cyberbullying includes the creation of webpages or web blogs 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. Cyberbullying 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



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one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying.

III. Requirements:

This policy must be reviewed, updated (as applicable) and re-approved every two years. The policy is required to include:

- The definition of bullying as defined in 105 ILCS 5/27-23.7;
- A statement that bullying is contrary to State law and the policy of the school district, charter school or non-public, non-sectarian school;

Upon approval, the policy must be filed with the Illinois State Board of Education.

Procedures will be developed by each program to guide implementation of this policy. Development of procedures requires the engagement of a range of school stakeholders, including students as well as parents and/or guardians. Per 105 ILCS 5/27-23.7, procedures must address the following:

- Prompt reporting of bullying, including, but not limited to, identifying and providing the school email address (if applicable) and school telephone number for the staff person(s) responsible for receiving such reports and a procedure for anonymous reporting;
- Informing parents or guardians of all students involved in alleged incidents of bullying and discussing, as appropriate, the availability of needed services, interventions and restorative measures;
- Prompt investigation and response to reports of bullying;
- Interventions that may be implemented to address bullying;
- Prohibition of reprisal or retaliation against any person(s) who report an act of bullying and the consequences for person(s) who engage in reprisal or retaliation;
- Consequences and remedial actions for a person who falsely accuses another of bullying; and
- How data will be used to evaluate policy/procedure effectiveness.

The policy and procedure will be posted on the Cunningham Children's Home website, published in the student handbook, and when applicable, posted where other policies, rules and standards of conduct are posted in the school and provided periodically throughout the school year to students and faculty.

The policy and procedure are distributed annually to parents, guardians, students and school personnel, including new employees upon hire.