

Diamante Montessori School

2021-22

Bullying Prevention and Intervention Plan

Diamante Montessori School will not tolerate any form of bullying or cyber-bullying, nor will we tolerate retaliation against any person who reports bullying, or provides information during an investigation of bullying, or witnesses bullying.

Defining Bullying -Behavior by one person or group intended to cause hurt, pain, suffering, humiliation or degradation to another person or group. Classic bullying behavior occurs when one person is exposed, repeatedly, and over time, to the negative actions on the part of one or more other persons, with a noted power differential. The target of the behavior is chosen, specifically due to the real or perceived power imbalance in the relationship rather than due to ordinary social conflict.

Bullying includes cyberbullying 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.

Cyberbullying 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, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying 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. 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 one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying. Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral

health needs in order to keep students in school. School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation: school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying is contrary to State law and the policy of Diamante. However, nothing in the Diamante's bullying prevention and response plan 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 U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.

Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Diamante named officials or any staff member. Diamante named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

When behavior is unacceptable and recurring, Diamante will work in partnership with the parent and the child concerned to work out a suitable strategy for management. Correspondence shall be sent to the complaint manager: Janell Pivoney at janell@diamanteschool.org or call 630-790-9030

Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

The Director or designee shall promptly investigate and address reports of bullying, by, among other things:

- a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
- b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
- d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building 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. The Director or designee shall investigate whether a reported incident of bullying is within the permissible scope of Diamante's jurisdiction and shall require that Diamante provide the victim with information regarding services that are available within the community, such as counseling support services, and other programs.

The Director shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.

A reprisal or retaliation against any person who reports an act of bullying is prohibited. A student's act of reprisal or retaliation will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

A student will not be punished for reporting bullying or supplying information, even if Diamante's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

Diamante's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.

The Director or designee shall post this policy on the Diamante's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired) and must also be provided periodically throughout the school year to students and faculty. The Diamante Bullying Policy is posted at diamanteschool.org.

The Director or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:

- a. The frequency of victimization.
- b. Student, staff, and family observations of safety at a school.
- c. Identification of areas of a school where bullying occurs.
- d. The types of bullying utilized.
- e. Bystander intervention or participation.

The evaluation process may use relevant data and information that Diamante already collects for other purposes. The Director or designee must post the information developed as a result of the policy evaluation on the Diamante's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

The Bullying Prevention and Intervention Plan is consistent with school policies as outlined in the Parent and Student Handbook, which is distributed to all families. The handbook includes information about the dynamics of bullying, including cyberbullying, online safety, and the school's Internet Safety Policy. All notices and information are included in the monthly newsletters to parents or guardians in hard copy and electronically and are available in the language(s) most prevalent among parents or guardians.

Approved 11/15/2021