

Safe and Respectful Learning Environment

Introduction

IICSN is committed to providing a safe, secure, and respectful learning environment for all students and employees. Bullying, cyberbullying, harassment, and intimidation have a harmful social, physical, psychological, and academic impact on victims, bystanders, and even the bullies themselves. The school strives to consistently and vigorously address bullying, cyberbullying, harassment, and intimidation so that there is no disruption to the learning environment and the learning process. Bullying and cyberbullying are prohibited at IICSN. This includes, but is not limited to going to and from school and any activity under school supervision.

IICSN shall develop methods for discussing the meaning and substance of this policy with staff to help prevent harassment. In addition to informing staff and students of this policy, IICSN will develop a school-wide progress discipline plan to assure that professional development is provided to those employed at the school. The planned professional development will address:

- awareness concerning the various types of bullying, cyberbullying, harassment, and/or intimidation
- how the bullying, cyberbullying, harassment, or intimidation manifests itself
- devastating emotional and educational consequences of bullying, cyberbullying, harassment and/or intimidation
- training in appropriate methods to facilitate positive human relations among students without the use of bullying, cyberbullying, harassments, and/or intimidation so others may realize their full academic and personal potential
- methods to improve the school environment in a manner that will facilitate positive human relations among students
- methods to teach skills to students so they are able to replace inappropriate behavior with positive behavior

Bullying

Bullying is a deliberate or intentional behavior using words or actions intended to cause fear, intimidation, or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic such as age, national origin, race, ethnicity, religion, gender, gender identity, sexual orientation, physical attributes, physical or mental ability or disability, and social, economic, or family status.

Bullying behavior can be:

- **Indirect** (such as spreading rumors, intimidation through gestures, social exclusion, or sending insulting messages or pictures)
- **Physical** (such as assault, hitting, punching, kicking, theft or threatening behavior)
- **Power imbalance** (such as someone taking power over someone else)
- **Punitive** (aimed at hurting or punishing targeted individuals)

- **Repetitive** (repeated act over time)
- **Verbal** (threatening language, teasing or name calling, racist remark)

Cyberbullying

Cyberbullying means bullying through the use of 'electronic communication'. Electronic communication means the communication of written, verbal, or pictorial information through electronic devices, including telephones, cellular phones, computers, or any other means of communication.

Requirements and Methods for Reporting Violations

IICSN will assure that any person who believes he/she has been a victim or target of bullying or cyberbullying be encouraged and instructed to adhere to the following reporting method:

- **Students:**
It is the policy of IICSN to encourage students who are victims/targets of bullying or cyberbullying and students who have first hand knowledge of such bullying and cyberbullying to report such claims. Students should report any incident (s) to a teacher, counselor, or school administrator. Students are also encouraged to report knowledge of bully and cyberbullying to the school's website if you wish to report anonymously.

No Tolerance

Bullying and cyberbullying are prohibited at IICSN and all public schools. We will take a 'No Tolerance' approach for the safety of all students, staff members, and our families. It will be the responsibility of the student (s) and families at the school to bring forward any and all forms of bullying and cyberbullying to the school's counselor and/or administrator in order for the school to move forward with notifying the proper authorities and in order for the school to deliver its own consequences. Since the administrator needs to be kept informed in order to move to action, your cooperation and your reporting of any and all incidences of bullying and cyberbullying are greatly appreciated.

Sexting

Sexting is the act of sending sexually explicit messages or photographs, primarily between cellular phones. Sexting that involves teenagers sending explicit photographs of themselves to their peers has led to a legal gray area in countries that have strict anti-child pornography laws. Some teenagers who have texted photographs of themselves or of their friends or partners, have been charged with distribution of child pornography, while those who have received the images have been charged with possession of child pornography.

IICSN has taken the stance that children need to be educated at an early age of the inappropriateness of sexting as well as letting parents and students know this can endanger their child's welfare. Cell phones must be checked for photos as well as various social networking sites. It is the intent of the school to be proactive in protecting all students from a disruption of the school

day and from the flow of instruction in the classroom. Any forms of sexting found, will be reported to the parents and to the local law enforcement agencies if needed.

Administrative Searches

IICSN believes in upholding the Fourth Amendment while providing a safe learning environment for staff and students. We will follow the US Supreme Court decision of TLO –vs – New Jersey in conducting searches at the school. There will be NO unreasonable searches and seizures of personal items concerning its students. It will however, ensure that a search of a student by a school official be justified upon its inception when there is a reasonable ground for suspecting that the search will turn up evidence that a student has violated or is violating either the law or the rules of the school.

Reasonableness for a search requires that the search be justified prior to its commencement and be related to the circumstances giving rise to the search. Absent extraordinary circumstances, a student's person and possessions may be subject to search on school property only if:

- the student voluntarily consent to the search
- prior to the search there is an individualized, reasonable suspicion that the student is hiding evidence of a wrongdoing and
 - a search is necessary to maintain school discipline, order, safety, and to prevent the removal or destruction of evidence and
 - the search is reasonable in scope and methods as related to the alleged wrongdoing area the age and gender of the student and
 - the search is conducted in accordance with this regulation or
 - appropriate law enforcement authorities conduct the search

Absent extraordinary circumstance, a search of a student's person or possessions will be conducted by a school administrator or his/her designee in the presence of another employee as a witness. Prior to the search, the witness must be told, in the presence of the student, of the alleged wrongdoing and the evidence believed to be hidden on the student's person or in his/her possession.

- the student will be asked to consent to the search in the presence of the witness
- the person conducting the search will make a reasonable effort to notify the parent/guardian before, or as soon after, any search of the student's person
- school personnel may not require students to expose intimate undergarments or to expose skin normally covered by intimate undergarments in the process of the search except in extraordinary circumstances

All searches at IICSN will be administrative searches conducted upon the mandate of the school's administrator. Administrative searches will be limited to those where a student or students are believed to be violating the law or educational process. Administrative searches could include personal items, electronics, and school supplied materials. Parents will be notified of the result of the searches in an effort to keep them informed and ensure the safety of all involved parties.

Field Trips

Written permission, signed by the parent or guardian, must be on file at the school before the start of the field trip. When returning to the school, all students making trips on school transportation must return on school transportation. Exception to this rule may be considered under special conditions provided arrangements are made prior to the field trip with the principal. Students will be released to no one other than their parent or guardian at any time on field trips.

Any student in good standing may take part in field trips sanctioned by the school, subject to criteria and guidelines of that particular activity. The campus principal shall be responsible for making that determination.

Celebrations

Although a parent or grandparent is not prohibited from providing food for a school-designated function or for children in the child's or grandchild's classroom for his or her birthday, please be aware that children in the school may have severe allergies to certain food products. Therefore, it is imperative to discuss this with the child's teacher prior to bringing any food in this circumstance. Occasionally, the school or a class may host certain functions or celebrations tied to the curriculum that will involve food. The school or teacher will notify students and parents of any known food allergies when soliciting potential volunteers for bringing food products.

Disruptions of School Operations

Disruptions of school operations are not tolerated and may constitute a misdemeanor offense. As identified by law, disruptions include the following:

- Interference with the movement of people at an exit, entrance, or hallway of a district building without authorization from an administrator.
- Interference with an authorized activity by seizing control of all or part of a building.
- Use of force, violence, or threats in an attempt to prevent participation in an authorized assembly.
- Use of force, violence, or threats to cause disruption during an assembly.
- Interference with the movement of people at an exit or an entrance to district property.
- Use of force, violence, or threats in an attempt to prevent people from entering or leaving district property without authorization from an administrator.
- Disruption of classes or other school activities while on district property or on public property that is within 500 feet of district property. Class disruption includes making loud noises; trying to entice a student away from, or to prevent a student from attending, a required class or activity; and entering a classroom without authorization and disrupting the activity with loud or profane language or any misconduct.

· Interference with the transportation of students in vehicles owned or operated by the district.

Social Events

Several district/school sponsored functions, social events and dances are provided for students during the school year. The following should be observed at those times:

- All district/school regulations are in effect unless otherwise announced.
- Students must remain inside the area the event is being held. Once a student leaves the event area or goes outside, he/she will not be permitted to return.
- The district/school reserves the right to refuse admittance of any out-of district/school date/guest. Out-of-district/school dates/guests must abide by all district/school rules while attending the event.