



Jackie Joyner-Kersey Academy Anti-Bullying Policy

The Jackie Joyner-Kersey Academy (academy) believes that all students have a right to a safe and healthy school environment. The academy and community must promote mutual respect, tolerance, and acceptance. The academy acknowledges that bullying is contrary to State law and this policy is consistent with Illinois state law subsection (a-5) of 105 ILCS 5/27-23.7 regarding bullying.

Behavior that infringes on the safety of any student or staff will not be tolerated.

This policy applies to students on academy grounds while traveling to and from the academy or an academy-sponsored activity, during the lunch period, whether on or off-campus, and during an academy-sponsored activity.

Definitions

Bullying, including cyber-bullying, is defined as 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 their 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.

Cyber-bullying means bullying using 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. Cyber-bullying includes the

creation of any electronic presence (for example, a webpage, weblog, social media profile, etc.) 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. Cyber-bullying also includes the distribution by electronic means of communication 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.

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.

A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

Reporting

Students are encouraged to immediately report bullying. Reports should be reported to the academy Principal. However, a report may be made orally or in writing to the any staff member with whom the student is comfortable speaking. Staff members are required to document and pass on reports of bullying to the academy Principal within one business day.

Anyone, including staff members and parents/guardians, who has any information about actual or threats of bullying is encouraged to report it to the academy Principal who can be reached at dkelley@jjkfoundation.org or 618-274-5437.

Reports of bullying should include the following information:

- the reporter's name and relationship to the academy,
- date and time of report,
- date, time and location of the bullying,
- a description of the bullying behavior,
- each person involved in the incident,
- and any observable impact of bullying behavior.

Anonymous reports are accepted by emailing or calling the contact listed above and specifically indicating that you would like to remain anonymous. However, formal disciplinary action cannot be taken solely based on an anonymous report.

Response & Investigation

The academy administration will promptly inform parents or guardians of all students involved in the alleged bullying within 24 hours after the school's administration is made aware of the student's involvement in the incident. The school will make diligent efforts to notify a parent or

guardian utilizing all contact information the school has available or that can be reasonably obtained by the school within the 24-hour period.

Parents or guardians shall also be notified of all threats, suggestions, or instances of self-harm determined to be the result of bullying. The academy administration will discuss as appropriate the availability of services, interventions, and restorative measures available to those involved.

Reasonable efforts will be made for each complaint of bullying to be promptly investigated 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 investigation about the reported incident of bullying.

The investigation may involve appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.

During the investigation, if there is sufficient evidence to suggest that a student's social network account violates the school's conduct policy, the school administration may request or require that the student share this content as part of the investigation. At no time shall the school request or require access to any student social network account via usernames or passwords.

Consistent with federal and State laws and rules governing student privacy rights, the academy will make reasonable efforts to provide 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 designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying. The school will make reasonable efforts to keep a report of bullying and the results of the investigation confidential.

The academy prohibits retaliatory behavior against any complainant or any participant in the complaint process. If the complainant student or the parent of the student feels that an appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the Principal or the JJK Foundation Chief Operating Officer (COO).

Intervention Process

The process for intervening in bullying behavior includes, but is not limited, to the following:

All staff, students, and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new staff or student orientation, and as part of the school system's notification to parents. This policy is also available on the academy website <https://jjkfoundation.org/jjkacademy/>.

Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

Academy administration shall contact parents, legal guardians, lead an investigation and notify parties of progress, outcomes, and interventions in a manner consistent with this policy.

Interventions to address substantiated reports of bullying may include but are not limited to restorative services such as social-emotional skill building, referrals to community-based services, disciplinary actions up to and including expulsion for pervasive and/or severe incidents.

The consequences and appropriate remedial actions for any student found to have falsely accused of another of bullying as a means for retaliation or as a means of bullying may include but are not limited to restorative services such as social-emotional skill building, referrals to community-based services, disciplinary actions up to and including expulsion for pervasive and/or severe incidents.

Policy Review & Evaluation

At the conclusion of each school year the academy Principal and key academy staff will conduct a policy evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such 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 policy will be reviewed and updated as needed and at a minimum of every two years by the academy Principal and approved by the JJK Foundation Board of Directors.