

# NORTH HIGH SCHOOL RESPECT POLICY

*Respect is the cornerstone of our relationships with each other. We are committed to respecting the dignity and worth of each individual at North High School and strive never to degrade or diminish any member of our school community by our conduct or attitudes. We benefit from each other. Our diversity makes us strong.*

## North High School Response to Harassment

Harassment of students or staff undermines North High School’s commitment to respect. Harassment is prohibited by state and federal law, as well as by school board policy (see below). North High School will not tolerate harassment of students or staff.

### What is harassment?

Wisconsin state law defines *pupil harassment* as any behavior

- 1) Toward pupils,
- 2) based whole or in part, on sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, or learning disability,
- 3) which substantially interferes with a pupil’s school performance or creates an intimidating, hostile, or offensive school environment (PI9.02(9) WI Admin. Code).

### Harassment of students and staff is prohibited at North High School

*The chart below provides examples of harassment:*

<p><i>Harassment could be any of the following behaviors</i></p> <ul style="list-style-type: none"> <li>• Name calling</li> <li>• Making threats</li> <li>• Spreading rumors</li> <li>• Telling jokes</li> <li>• Making fun of someone</li> <li>• Gestures</li> <li>• Physical intimidation</li> <li>• Hitting</li> <li>• Touching</li> <li>• Pranks or hazing</li> <li>• Vandalism or destruction of property</li> <li>• Unwanted pursuit of a relationship</li> <li>• Cyber bullying</li> <li>• Texting</li> </ul>	<p><i>directed toward an individual because of</i></p> <ul style="list-style-type: none"> <li>• Gender</li> <li>• Race</li> <li>• Religion</li> <li>• National origin</li> <li>• Ancestry/Creed</li> <li>• Pregnancy</li> <li>• Marital status</li> <li>• Parental status</li> <li>• Sexual orientation</li> <li>• Individual characteristics</li> <li>• Physical disability</li> <li>• Mental disability</li> <li>• Emotional disability</li> <li>• Learning disability</li> </ul>	<p><i>that creates a hostile environment.</i></p> <p>The behavior is so severe or pervasive that it interferes with an individual’s performance or creates an intimidating, hostile, or offensive environment.</p>
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*Special note: The North High School Respect Policy views hazing as a form of harassment. North High School prohibits soliciting, encouraging, aiding or engaging in hazing. “Hazing” means any intentional, knowing or reckless act directed at a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any organization, club, or athletic team.*

## How do I report harassment?

At North High School we take the issue of respect for all students and staff members very seriously. If an individual is the victim of harassment or prejudice, we want to respond immediately. We hope that all students will feel comfortable reporting problems to any teacher or administrator, but we know that, in some situations, reporting harassment incidents can be difficult.

*Many members of the North High staff have been specially trained to assist students regarding harassment issues. These staff members have Respect Policy placards posted in their classrooms/work areas. Individuals who feel they have been harassed may discuss their concerns confidentially with any of these staff members.*

**A staff member receiving a complaint of harassment should provide a written report of the incident to the principal, using the “North High School Harassment Report” form. The report should include a specific statement of the behavior, including (if possible) time, date and location. A copy of the report will be provided to the student/parent, reporting staff member and principal.**

## What corrective action might be taken?

The principal or, someone assigned by the principal, will investigate complaints of harassment. The person who has been accused of the harassment will be notified and allowed to respond to the complaint.

Consequences for confirmed harassment will be based on the severity of the offense and will increase with repeated offenses. Consequences may range from verbal warning, to detention/suspension or, in severe cases, suspension with recommendation for possible expulsion. Complaints of harassment may also be referred to the police.

Confirmed acts of harassment by a student will be recorded in that student’s discipline file. The record will include a description of the complaint and follow-up disciplinary action.

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### State and Federal Laws, and Board Policy Prohibiting Harassment

Wisconsin’s Pupil Nondiscrimination Law (118.13, Wis. Stats.) prohibits discrimination against students on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, physical disability, mental disability, emotional disability, or learning disability. Federal laws prohibit discrimination against students because of race, color, national origin, disability, or sex. Harassment is a form of discrimination.

Board Policy states that, “The Board of Education supports an educational environment that is free of harassment and hate.” It further states that, “The Eau Claire Area School District does not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it.” (ECASD Policy 411.2)

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The North High School Respect Policy is modeled after the Respect Policy from Mariner High School in Everett, WA, and the Safe Contacts Policy, included in, Responding to Hate at School: A Guide for Teachers, Counselors and Administrators, published by Teaching Tolerance, a project of The Southern Poverty Law Center.

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