

Bullying and Harassment – Applicable to Illinois Students

Statement of Purpose, Intent and Scope

It is the intent of this policy to protect all students who attend the Wediko School from any type of physical, emotional and psychological harm by addressing bullying, harassment, and cyberbullying of any kind in our school, and to prevent the creation of a hostile educational environment. The Wediko School will not tolerate unlawful harassment of any type and conduct that constitutes bullying as defined herein is prohibited by this Policy, regardless of their actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, disability, gender identity and expression, obesity, or other distinguishing personal characteristics.

This policy incorporates ISBE requirements for equal access to Boy Scouts and other designated groups, per ISBE regulations.

The person responsible for coordinating compliance efforts is:

Greg Stoddard
Director, Wediko NH Campus
11 Bobcat Boulevard,
Windsor, NH 03244
gstoddard@thefirst.org
617-447-5491

Translations into other languages of this policy are available as necessary. Contact the compliance coordinator, above for copies.

This policy is displayed alongside other applicable policies, and is sent to Illinois families as a part of the enrollment package, and shared with staff during applicable staff training.

Illinois-Specific Protected Civil Rights Guidance

List of Legal References

School policies shall provide protection for students to avoid violation of civil rights. The following list of federal and state laws provide an overview of requirements.

- a. Title II of the Americans with Disabilities Act, [42 U.S.C. § 12101](#) et seq.
- b. Title IX of the Education Amendments of 1972, [20 U.S.C. § 1681](#) et seq., excluding Title IX sexual harassment complaints governed by the Board policy that includes the, *Title IX Sexual Harassment Grievance Procedure*
- c. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq.
- d. Title VI of the Civil Rights Act, [42 U.S.C. § 2000d](#) et seq.
- e. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), [42 U.S.C. § 2000e](#) et seq.
- f. Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); Title VII of the Civil Rights Act of 1964, [42 U.S.C. § 2000e](#) et seq. (Title IX sexual harassment complaints are addressed under the Board policy that includes, *Title IX Sexual Harassment Grievance Procedure*)
- g. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
- h. Bullying, [105 ILCS 5/27-23.7](#)
- i. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
- j. Curriculum, instructional materials, and/or programs
- k. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
- l. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
- m. Provision of services to homeless students
- n. Illinois Whistleblower Act, [740 ILCS 174/](#)
- o. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#) and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. § 2000ff](#) et seq.
- p. Employee Credit Privacy Act, [820 ILCS 70/](#)

Illinois Specific EEO Policies.

- Equal educational and extracurricular opportunities are made available to all students, regardless of color, race, nationality, religion, sex; sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy.
- The Wediko School will:
 - not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the Wediko School remains viewpoint neutral when granting access to school facilities.
 - Provide any student with an opportunity file a discrimination grievance by using the Uniform Grievance Procedure.
 - Not deny equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities on the basis of sex, sexual orientation, or gender identity.
 - Provide any student an opportunity to file a sex equity complaint by using the Uniform Grievance Procedure.
 - Ensure that the Director appoints a Nondiscrimination Coordinator, who also serves as the Wediko School's Title IX Coordinator.
- The School Director and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

Uniform Grievance Procedures

This policy and process will be easily located by an individual who wishes to file a grievance, and shall be included with the enrollment packet to families. This policy incorporates and complies with the following:

- Title II of the Americans with Disabilities Act, [42 U.S.C. § 12101](#) et seq.
- Title IX of the Education Amendments of 1972, [20 U.S.C. § 1681](#) et seq., excluding Title IX sexual harassment complaints governed by the Board policy that includes the, *Title IX Sexual Harassment Grievance Procedure*
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq.
- Title VI of the Civil Rights Act, [42 U.S.C. § 2000d](#) et seq.
- Equal Employment Opportunities Act (Title VII of the Civil Rights Act), [42 U.S.C. § 2000e](#) et seq.
- Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); Title VII of the Civil Rights Act of 1964, [42 U.S.C. § 2000e](#) et seq. (Title IX sexual harassment complaints are addressed under the Board policy that includes, *Title IX Sexual Harassment Grievance Procedure*)
- Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
- Bullying, [105 ILCS 5/27-23.7](#)
- Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
- Curriculum, instructional materials, and/or programs
- Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
- Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
- Provision of services to homeless students
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- Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#) and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. § 2000ff](#) et seq.
- Employee Credit Privacy Act, [820 ILCS 70/](#)

Contact information for the Title IX Coordinator and Complaint Managers are as follows:

Greg Stoddard
Director, Wediko NH Campus
11 Bobcat Boulevard,
Windsor, NH 03244
gstoddard@thehome.org
603-478-5236 x2295

Audrey Bethel
Clinical Director, Wediko School
11 Bobcat Boulevard,
Windsor, NH 03244
abethel@thehome.org
603-478-5236 x2265

Procedure for Reporting Violations

- Principal, program manager/coordinator, supervisor, or other designee shall be responsible for receiving complaints of alleged violations of this policy.
- Any student who believes he has been the victim of a violation should report the alleged acts immediately. If the student is more comfortable reporting the alleged act to a person other than the Principal or designee, the student may tell any school Wediko School employee or volunteer about the alleged bullying.
- Any parent or other individual who has witnessed or has reliable information that a student has been the victim of a policy violation should report the incident to the student's supervisor, principal, or a designee.
- Any school employee or volunteers who witnesses, receives a report of, or has knowledge or belief that a policy violation may have occurred shall inform the principal, program manager/coordinator, supervisor, or other designee.

Upon receipt (by student, staff, or volunteer) of a report of a policy violation, the program manager/coordinator, supervisor, or other designee shall commence an investigation

Informal Resolution

- Complaint Manager will attempt to resolve informally
- Complainant has the right to forgo the informal process.
- Parties must voluntarily agree to informal resolution and may withdraw from informal resolution at any time

Right to pursue other remedies

- A Complainant has a right to pursue other remedies, e.g., criminal complaints, civil actions, etc.?
- If a person wishes to pursue another remedy subject to a complaint under this policy, the school will continue with its investigation.

Timely and Reasonable Deadlines

- Complaints will be investigated in a timely and reasonable fashion. For the purposes of this policy, investigation will be completed within 10 school business days.
- The Nondiscrimination Coordinator, Complaint Manager, or designee will address the complaint promptly and equitably.
- All deadlines under this procedure may be extended as deemed appropriate by the administrator responsible for meeting the deadline under this policy.
- A school business day is defined as a non-holiday Monday through Friday.

Other Applicable Policies

- The Coordinator(s) need to consider other applicable policies when investigating complaints?
 - E.g., for any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to the bullying prevention policy, in addition to any response required by this policy.

Confidentiality

- The coordinator will maintain confidentiality of the Complainant, including limitations on confidentiality with certain types of complaints that are filed.

- The complaint and identity of the Complainant will not be disclosed except as:
 - Required by law or this policy;
 - Necessary to fully investigate the complaint; or
 - Authorized by the Complainant.
- The identity of any student witnesses will not be disclosed except as:
 - Required by law or any collective bargaining agreement;
 - Necessary to fully investigate the complaint; or
 - Authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

Investigative Procedures

- The principal, program manager/coordinator, supervisor, or other designee shall initiate an investigation.
- The investigation shall include speaking with the alleged victim, alleged perpetrator, known witnesses, and reviewing other evidence available through reasonable good faith efforts.
- The principal, program manager/coordinator, supervisor, or other designee will keep parties informed as to the process weekly or as needed, including the school administration
- Investigations shall be concluded within 10 school business days unless extended by the School Director
- The standard of proof used will be the preponderance of evidence.
- The report will be issued within 15 school business days unless extended by the School Director.
- The School Director or designee will issue a final decision.

Appeal Procedures

A complainant has a right to appeal a decision issued by the school director.

- a. Catherine O’Leary, VP for Congregate Care, shall be the officer who will handle the appeal and issue a decision.
- b. The standard of proof used will be the preponderance of evidence.
- c. A complainant has 10 school business days to request an appeal
- d. The appeal officer will issue a decision within 30 school business days.
- e. All parties will be informed of the decision by a further 5 business days.

Contact information for the Title XI Coordinator and Complaint Managers are as follows:

Greg Stoddard
 Director, Wediko NH Campus
 11 Bobcat Boulevard,
 Windsor, NH 03244
gstoddard@thehome.org
 603-478-5236 x2295

Audrey Bethel
 Clinical Director, Wediko School
 11 Bobcat Boulevard,
 Windsor, NH 03244
abethel@thehome.org
 603-478-5236 x2265

Legal References

Please see the beginning of this document for applicable legal references.

Title IX Officer Disclosure on Company Website

*As per the [U.S. Department of Education: Office for Civil Rights](#), effective August 14, 2020 schools are required to post on their websites:

1. The contact information for the school's Title IX Coordinator(s);
2. The school's non-discrimination policy; and
3. Training materials used to train the school's Title IX personnel

The contact information of the Title IX Coordinator shall be prominently displayed at The

Title IX Sexual Harassment Prohibition

Modified 10/28/2021

- Providing an educational and workplace environment free from sexual harassment is an important Wediko School goal
- The Wediko School does not discriminate on the basis of sex
- Sexual harassment as defined in Title IX is prohibited
- Title IX Sexual Harassment is conduct on the basis of sex that satisfies one of more of the following:
 - An employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
 - Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational program or activity; or
 - "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. § 12291(a)(10), "domestic violence" as defined in 34 U.S.C. § 12291(a)(8), or "stalking" as defined in 34 U.S.C. § 12291(a)(30).

This policy incorporates relevant definitions from 34 C.F.R. § 106.30:

- Complainant – Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- Education Program or Activity, Except as provided elsewhere, no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by a recipient which receives Federal financial assistance. This subpart does not apply to actions of a recipient in connection with admission of its students to an education program or activity of (1) a recipient to which subpart C does not apply, or (2) an entity, not a recipient, to which subpart C would not apply if the entity were a recipient.
- The Final Rule defines "formal complaint of sexual harassment" as a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment and states:
 - Respondent – Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
 - Supportive Measures – Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between

the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The recipient must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

- The Wediko School notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the school's website and in each handbook made available to such persons
- A complaint may be made to:
 - a. The Title IX Coordinator,
 - b. Nondiscrimination Coordinator,
 - c. Building Principal,
 - d. Assistant Building Principal,
 - e. A Complaint Manager, or
 - f. Any employee with whom the person is comfortable speaking
- The person making the report may choose to report to a person of the same gender
- School employees who receive reports of incidents of sexual harassment shall respond by promptly making or forwarding the report to the Title IX Coordinator
- Failure to promptly make or forward the report to the Title IX Coordinator may result in discipline up to and including discharge
- The Director shall keep this policy current
- The Title IX Coordinator's name, office address, email address, and telephone number must be current and included in the policy

Contact information for the Title IX Coordinator and Complaint Managers are as follows:

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Windsor, NH 03244
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Clinical Director, Wediko School
11 Bobcat Boulevard,
Windsor, NH 03244
abethel@thehome.org
603-478-5236 x2265

- Title IX Coordinator and/or designee will promptly contact the Complainant to:
 - discuss the availability of supportive measures;
 - consider the Complainant's wishes with respect to supportive measures;
 - inform the Complainant of the availability of supportive measures with or without the filing of Formal Title IX Sexual Harassment Complaint; and
 - explain to the Complainant the process for filing a Formal Title IX Sexual Harassment Complaint
- The Title IX Coordinator will analyze the report to identify and determine whether there is another or additional appropriate method for processing and reviewing the report.

- The Title IX Coordinator should review all other relevant Board policies to determine if the allegations in the report require further action under any of the other policies
- Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the Wediko School's duty to investigate and maintain an education program or activity that is productive, respectful, and free of sexual harassment

Formal Title IX Sexual Harassment Complaint Grievance Process

- The Title IX Coordinator will investigate any Formal Title IX Sexual Harassment Complaint that is filed or appoint a qualified person to investigate
- The Director or designee shall implement procedures to ensure that all Formal Title IX Sexual Harassment Complaints are processed and reviewed according to the Title IX grievance process that fully complies with 34 C.F.R. § 106.45
- Wediko School's grievance process shall,
 - Treat Complainants and Respondents equitably by:
 - Providing remedies to a Complainant where a determination of responsibility for sexual harassment has been made against the Respondent; and
 - Following a grievance process that complies with 34 C.F.R. § 106.45 before the imposition of any disciplinary sanction or other actions that are not supportive measures as defined in 34 C.F.R. § 106.30, against a respondent
 - Remedies shall be designed to restore or preserve equal access to the recipient's education program or activity. Remedies do not need to be non-disciplinary or non-punitive and do not need to avoid burdening the respondent (34 CFR Part 106.45(b)(1)(i))
 - Require an objective evaluation of all relevant evidence, including inculpatory and exculpatory evidence.
 - Credibility determinations may not be based on a person's status as a Complainant, Respondent, or Witness
 - Require that any individual designated by the Wediko School as a Title IX Coordinator, investigator, decision-maker, or any person designated by the Wediko School to facilitate an informal resolution process:
 - Not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent
 - Receive training on the definition of sexual harassment, scope of the Wediko School's education program or activity, how to conduct an investigation and grievance process, and how to serve impartially
 - Require that any individual designated by the Wediko School as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence
 - Require that any individual designated by the Wediko School as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant
 - If a live hearing is used, require that any individual designated by the Wediko School as a decision-maker receive training on any technology to be used at a live hearing (34 CFR Part 106.45(b)(1)(i))

- Include a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
- Conform to the general time frames for investigation laid out in the policy above
 - 10 School business days for investigation
 - 30 school business days for appeal
 - 5 further school business days for communication of appeal decision.
- Include reasonably prompt timeframes for conclusion of the grievance process
 - 10 School business days for investigation
 - 30 school business days for appeal
 - 5 further school business days for communication of appeal decision.
- Base all decisions upon the preponderance of evidence standard
- Ensure that the Complainant or Respondent may choose to appeal on any basis.
- Ensure that the range of supportive measures available to Complainants and Respondents may include, but are not limited to:
 - Counseling;
 - Extending deadlines;
 - Modifying class or work schedules;
 - Placing mutual restrictions on contact between the parties;
 - Providing campus escort services;
 - Changing work or housing locations; and.
 - Providing leaves of absence.
- Not require, allow, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege unless the person holding such privilege has waived the privilege

Enforcement

- Any **Wediko School employee** who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge.
- Any **third party** who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the Wediko School
- Any **Wediko School student** who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies
- Any person who knowingly makes a false accusation regarding sexual harassment will likewise be subject to disciplinary action
- This policy does not increase or diminish the ability of the Wediko School or the parties to exercise any other rights under existing law

Retaliation Prohibited

- The Wediko School prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy
- Claims of retaliation should be reported under the Board's Uniform Grievance Procedure or other relevant Board policies
- Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to

and including discharge, with regard to employees, or suspension and expulsion, with regard to students

Legal References

Please see the beginning of this document for relevant legal references

Bullying Prevention Policy

Updated 10/28/2021

Note: Requirements in the IL Bullying Prevention Policy Guidance and Resources referring to the "School Board" do not apply, as the Wediko School operates as an independent private school, and has no School Board. Responsibilities carried by the Board will be handled by the School Administration and parent corporation.

Definitions

- Bullying" 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 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.
- Bullying, as defined in 105 ILCS 5/27- 23.7, may take various forms, including without limitation one or more of the following: This list is meant to be illustrative and non-exhaustive.
 - harassment,
 - threats,
 - intimidation,
 - stalking,
 - physical violence,
 - sexual harassment,
 - sexual violence,
 - theft,
 - public humiliation,
 - destruction of property,
 - retaliation for asserting or alleging an act of bullying.
 - 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.
 - Bullying is contrary to State law and the policy of the Wediko School
- Cyberbullying, as defined in 105 ILCS 5/27- 23.7, is 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, photoelectronic 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 in this Section.
- "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 in [105 ILCS 5/27- 23.7(b)].
- Prohibition on Cyberbullying.
 - Bullying is prohibited 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 Wediko School if the bullying causes a substantial disruption to the educational process or orderly operation of a school.
 - This item applies only in cases in which a school administrator or teacher receives a report that bullying through this means has occurred and does not require a Wediko School staff or monitor any non-school-related activity, function, or program.
 - The Process to Determine if an Incident is Within the Scope of the Policy. 105 ILCS 5/27-23.7 also requires
 - that the school's bullying policy or implementing procedure shall include a process to investigate whether a reported act of bullying is within the permissible scope of the Wediko School's jurisdiction.
 - that the Wediko School or school provide the victim with information regarding services that are available within the Wediko School and community; such as counseling, support services, and other programs.

Procedures for Promptly Reporting Bullying

- Bullying should be reported to any school administrator or staff with whom the reporter feels comfortable, who is in turn required to pass the report on to one of our identified Bullying Complaint Manager. Our identified Bullying Complaint Managers are:

<p>Greg Stoddard Director, Wediko NH Campus 11 Bobcat Boulevard, Windsor, NH 03244 gstoddard@thehome.org 603-478-5236 x2295</p>	<p>Audrey Bethel Clinical Director, Wediko School 11 Bobcat Boulevard, Windsor, NH 03244 abethel@thehome.org 603-478-5236 x2265</p>
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- Bullying complaint managers shall, consistent with federal and state laws and rules governing student privacy rights, promptly informing parents or guardians of all students involved in the alleged incident of bullying and discussing, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

- Bullying complaint managers shall promptly investigate and address reports of bullying, including the following:
 - Making all reasonable efforts to complete the investigation within ten (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.
 - Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - Notifying the principal or school administrator or his or her designee of the report of the incident of bullying as soon as possible after the report is received.
 - Consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school administrator or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.
- Interventions that can be taken to address bullying, 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.
- Reprisal or retaliation against any person who reports an act of bullying are prohibited.
 - Consequences and appropriate remedial actions for a person who engages in reprisal or retaliation may include intervention up to and including termination from the program.
 - The above includes appropriate remedial actions for a person found to have falsely accused another of bullying as a means of retaliation or as a means of bullying.
 - As a standard part of the incident investigation shall include whether a reported act of bullying is within the permissible scope of the Wediko School's or school's jurisdiction.
 - The school shall provide the victim with information regarding services that are available within the Wediko School and community, such as counseling, support services, and other programs.

Post-incident evaluation

Post intervention, the Senior Leadership Team of the Wediko School will convene to conduct a policy evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such as:

- 1) The frequency of victimization.
- 2) Student, staff, and family observations of safety at a school.
- 3) Identification of areas of a school where bullying occurs.
- 4) The types of bullying that are common or occurring.
- 5) Bystander intervention or participation.
- 6) The information developed as part of the evaluation process must be provided to school administrators, school personnel, parents, guardians, and students.

This bullying policy shall align with the other policies of the Wediko School

Distribution and Notice of This Policy

- The Wediko School Director or designee shall annually inform parents, legal guardians, or other persons responsible for the welfare of a students as a part of the distribution of school policies. This policy will be reviewed at least annually during staff trainings and in-services.