

Chicago Autism Academy Bullying Policy for Students and Staff

Chicago Autism Academy is opposed to the bullying of staff and students and will not tolerate it. Chicago Autism Academy strives to create a welcoming and supportive environment for everyone that it serves. Bullying that results in a student's inability to receive a free and appropriate education (FAPE) violates the Individuals with Disabilities Act (IDEA). All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Definition:

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

Some examples of bullying include but are not limited to:

Bullying based on race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, association with a person or group with one or more of the actual or perceived characteristics, or any other distinguishing characteristic is prohibited at Chicago Autism Academy.

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.

Bullying is contrary to State law and the policy of the school.

Bullying Will Not be Tolerated:

- (1) during any school-sponsored education program or activity;
- (2) while in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities;
- (3) through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment; or
- (4) through the transmission of information from a computer that is accessed at a nonschool-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 district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This item (4) 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 district or school to staff or monitor any non-school-related activity, function, or program.

Reporting Process:

Victims of bullying should report every incident of bullying through one of the following methods:

Email: CAACorwin@gmail.com

Phone: (815) 806-2900

In-Person: Please contact Chris Corwin

Reprisal or retaliation against any person who reports an act of bullying is strictly prohibited. Consequences for retaliation or reprisal will be determined by the Building Principal on a case-by-case basis.

Additionally, consequences and 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 will be determined by the Building Principal on a case-by-case basis.

Consequences of Bullying:

Bullying causes physical, psychological, and emotional harm to students and interferes with students' ability to learn and participate in school activities.

Chicago Autism Academy recommends that all parents and staff watch for signs of distress that may be caused by bullying. It is the responsibility of parents, staff, and students to inform the Chicago Autism Academy Administration if bullying is suspected.

Chicago Autism Academy will promptly inform parents or guardians of all students involved in the alleged incident of bullying and discussing, as appropriate, the availability of counseling, other interventions, and restorative measures.

Investigation Measures:

(1) Chicago Autism Academy will make a reasonable effort 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.

(2) Chicago Autism Academy will involve the appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.

(3) Chicago Autism Academy will investigate whether a reported act of bullying is within the permissible scope of the school's jurisdiction. Chicago Autism Academy will provide the victim with information regarding services that are available within the district and community, such as counseling, support services, and other programs.

(4) The Building Principal will be informed of the incident of bullying as soon as possible after the report is received.

(5) Chicago Autism Academy will provide 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.

Bullying Interventions:

Some options to address bullying may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, community-based services, and Acceptance and Commitment Therapy (ACT).

Policy Development, Notification, and Posting

Chicago Autism Academy has developed its bullying policy based on engagement with a range of school stakeholders, including students and parents or guardians.

The bullying policy is maintained in the Administration Office and is available upon request. In addition, the bullying policy is distributed annually in student handbooks and staff policy manuals.

Policy Evaluation Process:

Every other year an evaluation process is conducted to assess the outcomes and effectiveness of the Chicago Autism Academy Bullying 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.

The information from the biannual evaluation will be distributed to the Chicago Autism Academy community.

In the event of bullying:

- (1) Keep a written record of the observed bullying
- (2) Do not encourage retaliation
- (3) Speak up!

Consequences of bullying will be determined solely by the Building Principal.

Alignment:

Chicago Autism Academy's bullying policies aligns with 105 ILCS 5/27-23.7