

ST. JOHN'S EV. LUTHERAN SCHOOL
PROPOSED POLICY
Student Harassment

No student shall harass or intimidate another student based upon a student's sex, color, race, religion, creed, and ancestry, physical or mental disability. St. John's Lutheran School will not tolerate harassing or intimidating conduct, whether verbal, physical or visual that affects tangible benefits or education, that unreasonably interferes with a student's educational performance or that creates an intimidating, hostile or offensive educational environment.

Students who have been determined to have committed an act, or acts, of harassment will be subject to the following:

- **WARNING:** When an incident occurs, the classroom teacher will take the opportunity to help students define harassment and to express the inappropriateness of the harassment, referencing Christ's example of reaching out in love and kindness. The classroom teacher is also at liberty to issue classroom discipline up to a 'Disciplinary Detention'.
- **PRINCIPAL NOTIFICATION:** The Principal will be notified by the teacher after a warning has been given.

Students who have been determined to have committed an act, or acts, of serious and/or continued harassment will be subject to the following:

- **PARENTAL NOTIFICATION:** Parents will be notified when their child has been further involved in, or accused of, harassment and the action taken. Furthermore, parents will be informed of possible school actions if the behavior continues. St. John's Ev. Lutheran School reserves the right to require a Parent/School Conference of parents, students and teachers and, if necessary, all parties involved in the allegation.
 - Referred to the Principal
 - Creation of a 'Behavioral Contract'
 - Removal of school privileges
 - One day 'In School' suspension
 - Out of school suspension
 - Expulsion from St. John's Ev. Lutheran School

The decision on what disciplinary measures will be taken will be determined by the teacher and based on, but not limited to, the severity of the issue and frequency of the inappropriate behavior. The Principal has final authority over disputed disciplinary actions.