

## HARASSMENT, HAZING, AND/OR ACTS OF INTIMIDATION/BULLYING

All individuals are expected to contribute to an environment of good citizenship and positive human relations in all aspects of the school program. The Mukwonago Area School District will not tolerate any form of pupil harassment, hazing and/or acts of intimidation.

**Harassment:** Behavior towards students based in whole or part on sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability which substantially interferes with a students' school performance or creates an intimidating, hostile, or offensive school environment.

**Hazing:** Intentionally or recklessly engaging in acts which endanger physical health or safety of a student for the purpose of initiation or admission into affiliation with any organization.

**Intimidation/bullying:** Behavior or repeated acts which cause fear or physical or psychological discomfort including, but not limited to: physical conduct, verbal and/or nonverbal threats, online bullying, or gestures.

The Mukwonago Area School District is committed to an educational environment that is free of harassment, hazing, and intimidation. It is therefore the policy of the Mukwonago Area School District to:

1. Prohibit and discourage any individual from harassing, hazing, and/or intimidating any other individual associated with the Mukwonago Area School District.
2. Provide an educational environment free from such acts defined as harassment, hazing, and/or intimidation.
3. Address any instances of harassment, hazing, and/or intimidation.
4. Provide ongoing educational awareness of the problem of harassment, hazing, and/or intimidation.
5. Provide procedures for filing and pursuing claims of harassment, hazing, and/or intimidation.

References: GABA, GABA-R, JBAD, GBAC

DATE APPROVED: January 19, 2009  
DATE REVISED: September 28, 2009

BOARD OF EDUCATION  
Mukwonago Area School District  
Mukwonago, Wisconsin