

Glenwood Academy Anti-Bullying Policy 2024-2025

Glenwood Academy is committed to providing its students a safe and effective learning environment free from bullying, cyber-bullying, intimidation, and harassment which would diminish a student's ability to learn and Glenwood's ability to educate. Bullying is contrary to Illinois State law and the policies of Glenwood Academy.

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.

Consistent with federal and State laws and rules governing student privacy rights, includes procedures for promptly informing parents or guardians of all students involved in the alleged incident of bullying within 24 hours after the school's administration is made aware of the students' involvement in the incident and discussing, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained by the school within the 24-hour period.

REPORTING:

When a student believes they or a peer have been the victim of bullying they should report the incident to a Glenwood Academy teacher, house parent, dean, counselor or administrator. All reports of bullying and or cyber-bullying, as well as all threats, suggestions, or instances of self-harm determined to be the result of bullying must then be reported to a member of Glenwood's Administrative Team. Parents should report incidents of bullying and or cyber-bullying to a member of Glenwood Academy's Administrative Team. Reports may be given verbally or in writing to the Glenwood Academy staff listed below. Anonymous reports will

also be taken. If a student or parent/ guardian wishes to, they may use the written report form attached to this document.

Parents/Guardians will be notified within 24 hours upon receiving a report of bullying.

Contact information for Glenwood Academy's Administrative Team:

Mrs. Mary Hollie, CEO and President mhollic@glenwoodacademy.org 708-756-5054

Dr. Colleen Carter, Chief Operating Officer ccolan-carter@glenwoodacademy.org 708-756-6011

Mr. Brian Harvey, Vice President of Residential Services bharvery@glenwoodacademy.org
708-756-6552

Mrs. Anne Budicin, Vice President of Academic Services abudicin@glenwoodacademy.org
708-756-4663

INVESTIGATION:

Glenwood Academy will:

- (A) Make all reasonable efforts to complete the investigation within 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 course of the investigation about the reported incident of bullying.
- (B) Involve appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- (C) Notify 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.
- (D) Consistent with federal and State laws and rules governing student privacy rights, provide parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

RETALIATION:

Retaliation against any student or person who reports a violation of Glenwood Academy's Anti-Bullying Policy will be treated as bullying and determining interventions and consequences will be in accordance with Glenwood Academy's Anti-Bullying Policy. Students will not be punished for reporting bullying and or cyber-bullying, even if Glenwood Academy's Administrative Team determines no bullying has occurred; however, knowingly making false reports will be treated as bullying for purposes of determining interventions and remedial

actions/consequences. False reports or retaliation for harassment, intimidation or bullying also constitute violations of this policy.

INTERVENTIONS:

Interventions will be provided as deemed appropriate for the reported incident.

Parents/guardians will be made aware of the available services offered at the Academy within 24 hours of the report of bullying. "Restorative measures" means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that

- (i) are adapted to the particular needs of the school and community,
- (ii) contribute to maintaining school safety,
- (iii) protect the integrity of a positive and productive learning climate,
- (iv) teach students the personal and interpersonal skills they will need to be successful in school and society,
- (v) serve to build and restore relationships among students, families, schools, and communities, and
- (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.
- (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Illinois Human Rights Act.

Students will be provided with age-appropriate information on the recognition and prevention of harassment, intimidation, bullying and cyber-bullying, and their rights and responsibilities under this and other Glenwood Academy policies and rules at orientation sessions and on other appropriate occasions, which may or may not include parents. Parents/guardians shall be provided with copies of this policy and procedures and appropriate materials on the recognition and prevention of harassment, intimidation, bullying and cyber-bullying and the policy will be posted on Glenwood Academy's website.

If a student or parent/guardian remains aggrieved by Glenwood Academy's Administrative response, the student may pursue the complaint by appealing to the President & CEO of Glenwood Academy.

Policy Evaluation

Glenwood Academy's CEO and Vice President of Academic Affairs are authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with all components of procedures and policy. The process shall include but is not limited to factors such as:

1. Frequency of victimization
2. Student, staff, and family observations
3. Identification of areas of a school where bullying occurs
4. The types of bullying reported
5. Interventions and Data Collected
6. Bystander intervention and or participation
7. Information developed as part of the evaluation process will be posted on the school website. If the internet website is not available, information will be provided to school personnel, Glenwood Academy Board members, parents/guardians and students.

Bullying is contrary to State law and the policies of Glenwood Academy. Nothing in Glenwood Academy's bullying prevention and response plan is intended to infringe upon any right to exercise free expression of the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.

DEVELOPMENT, NOTIFICATION, and POSTING:

Glenwood Academy's Anti-Bullying/Cyber-Bullying Policy is developed based on the engagement of a range of school stakeholders, including students and parents or guardians and staff.

The Glenwood Academy Anti-Bullying Policy is posted on Glenwood Academy's internet website and is included in the student handbook, and, where applicable, posted where other policies, rules, and standards of conduct are currently posted in the school, and is distributed annually to parents, guardians, students, and school personnel, including new employees when hired.

Glenwood Academy's Anti-Bullying Policy can be found on our website:
www.glenwoodacademy.org

This policy is fully consistent with Glenwood Academy's policies.

References:

ISBE Bullying Policy Requirements,
<http://www.iasb.com/law/ISSBEBullyingPolicies.pdf>

Revised 2/13/2025

Proposed Solution:

Indicate your opinion on how this problem might be resolved. Be as specific as possible.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

I certify that there is no falsification or untrue information in what was written above, and that what is written is being truthful and complete to the best of my knowledge.

Signature of Complainant

Date _____

*Please share this document with a member of Glenwood Academy's Administrative Team.