

PFS 7:190 STUDENT DISCIPLINE

Prohibited Student Conduct

Disciplinary action may be taken against any student guilty of gross disobedience or misconduct, including, but not limited to, the following:

1. Using, possessing, distributing, purchasing, or selling tobacco materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, or selling illegal drugs or controlled substances, look-alike drugs and drug paraphernalia. Students who are under the influence are not permitted to attend school or school functions and are treated as though they had drugs in their possession.
4. Using, possessing, controlling, or transferring a weapon in violation of the "weapons" section of this policy.
5. Using or possessing cellular phones, electronic signaling and cellular radio-telecommunication devices, unless authorized and approved by the Principal. Electronic signaling devices include pocket - and all similar - electronic paging devices.
6. Using or possessing a laser pointer unless under a staff member's supervision and in the context of instruction.
7. Disobeying directives from staff members or school officials and/or rules and regulations governing student conduct.
8. Using violence, force, noise, coercion, threats, intimidation, fear, or other comparable conduct toward anyone or urging other students to engage in such conduct.
9. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
10. Unexcused absenteeism; State law and PFS School policy on truancy control what discipline, if any, will be used with chronic and habitual truants.
11. Being involved with any public school fraternity, sorority, or secret society, by
 - a. Being a member,
 - b. Promising to join,
 - c. Pledging to become a member, or
 - d. Soliciting any other person to join, promise to join, or be pledged to become a member.
12. Involvement in gangs or gang-related activities, including the display of gang symbols or paraphernalia.
13. Engaging in any activity that constitutes an interference with school purposes or an educational function or any disruptive activity.

14. Violation of the internet usage policy.
15. Engaging in hazing, bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
16. Engaging in any sexual activity including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning) and sexual assault.
17. Teen dating violence which includes, without limitation, using or threatening to use physical, mental, or emotional abuse to control an individual in a dating relationship, or uses or threatens to use sexual violence in a dating relationship.
18. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property
19. In the absence of a reasonable belief that an emergency exists, calling emergency responders; signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus or at any school activity.
20. Engaging in academic dishonesty including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, wrongfully obtaining test copies or scores.

The grounds for disciplinary action, including those described more thoroughly later in this policy, apply whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any other time when the school is being used by a school group;
2. Off school grounds at a school-sponsored activity, or event, or any activity or event which bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function or event; or
4. Anywhere, if the conduct may reasonably be considered to be a threat or an attempted intimidation of a staff member, or an interference with school purposes or an educational function.

Disciplinary Measures

Disciplinary measures may include:

1. Disciplinary conference.
2. Withholding of privileges.
3. Seizure of contraband.

4. Suspension from school and all school activities for up to 10 days, provided that appropriate procedures are followed. A suspended student is prohibited from being on school grounds.
5. Suspension of bus riding privileges, provided that appropriate procedures are followed.
6. Expulsion from school and all school-sponsored activities and events for a definite time period not to exceed 2 calendar years, provided that the appropriate procedures are followed. An expelled student is prohibited from being on school grounds. Expulsion is sole prerogative of the student's home school district.
7. Notification of juvenile authorities whenever the conduct involves illegal drugs (controlled substances), look-alikes, alcohol, or weapons.
8. Notification of parent(s)/guardian(s).
9. Removal from classroom.
10. Use of Isolated time out and/ or physical restraints
11. In-school suspension for a period not to exceed 5 school days. The Principal or designee shall ensure that the student is properly supervised.

A student who is subject to suspension or expulsion may be eligible for a transfer to an alternative school program.

Corporal punishment shall not be used. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include, and certificated personnel are permitted to use, reasonable force as needed to maintain safety for other students, school personnel, or persons, or for the purpose of self-defense or the defense of property. This specifically includes physical restraint.

Weapons

A student who uses, possesses, controls, or transfers a weapon, or any object that can reasonably be considered, or looks like, a weapon, shall be expelled for at least one calendar year, but no more than 2 calendar years. A "weapon" means possession, use, control, or transfer of (1) any gun, rifle, shotgun, a weapon as defined by Section 921 of Title 18, United States Code, firearm as defined in Section 1.1 of the Firearm Owners Identification Act, or use of a weapon as defined in Section 24-1 of the Criminal Code, (2) any other object if used or attempted to be used to cause bodily harm, including but not limited to, knives, brass knuckles, billy clubs, or (3) "look alike" of any weapon as defined above. Such items as baseball bats, pipes, bottles, locks, sticks, pencils, and pens are considered weapons if used or attempted to be used to cause bodily harm.

Isolated Time Outs / Physical Restraints

The use of isolated time outs / physical restraints will follow all requirements as listed from the Illinois State Board of Education 23 Ill. Admin. Code § and 1.280, 1.285.

Required Notices

A school staff member shall immediately notify the Principal in the event that he or she (1) observes any person in possession of a firearm on or around school grounds, however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Principal or designee shall immediately notify the local law enforcement agency, State Police, and the student's parent(s)/guardian(s).

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment or in-school suspension, which is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may remove students from a classroom for disruptive behavior.

The Principal is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) up to 10 consecutive school days, provided the appropriate procedures are followed. The student's home School Board may suspend a student from riding the bus in excess of 10 days for safety reasons.

Student Handbook

A student handbook, including the PFS disciplinary policies and rules, shall be distributed to the students' parents and guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: Gun-Free Schools Act, 20 U.S.C. § 3351 *et seq.*
20 U.S.C. § 6081.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-21.7, 5/10-21.10, 5/10-22.6, 5/10-27.1A, 5/10-27.1B, , 5/26-12, and 5/31-3.
23 Ill. Admin. Code § and 1.280, 1.285

CROSS REF.: 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search And Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:200 (Suspension Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct By Students With Disabilities), 8:30 (Conduct On School Property)

PFS 7:190 B BULLYING

Bullying diminishes a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important PFS goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

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.
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 the principal or a teacher receives a report that bullying through this means has occurred and it does not require a district or school to staff or monitor any non-school-related activity, function, or program.

Definitions

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 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.

Cyber-bullying means 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, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyber-bullying* 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*. *Cyber-bullying* 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*.

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.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school administrators, teachers, paraprofessionals, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers.

Bullying Prevention and Response Plan

The Principal shall develop and maintain a bullying prevention and response plan that advances the PFS's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the following requirements:

1. Using the definition of *bullying* as provided in this policy, the principal shall emphasize to the school community that: (1) PFS prohibits bullying, and (2) all students should conduct themselves with a proper regard for the rights and welfare of other students. This may include a process for commending or acknowledging students for demonstrating appropriate behavior.
2. Bullying is contrary to State law and the policy of PFS. However, nothing in the School's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or 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.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Principal or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the Principal. Anonymous reports are also accepted.
4. Consistent with federal and State laws and rules governing student privacy rights, the principal shall promptly inform parent(s)/guardian(s) of all students involved in an alleged incident of bullying and discuss, as appropriate the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The principal shall promptly investigate and address reports of bullying, by, among other things:
 - Making all reasonable efforts to complete the investigation within 10 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.
 - Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - Consistent with federal and state laws and rules governing student privacy rights, providing parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal to discuss the investigation, the findings of the investigation and the actions taken to address the reported incident of bullying.

- The principal shall investigate whether a reported act of bullying is within the permissible scope of the school's jurisdiction and shall require that the school provide the victim with information regarding services that are available within the school and community such as counseling, support services and other programs.
6. The principal shall use interventions to address bullying, which 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.
 7. A reprisal or retaliation against any person who reports an act of bullying is prohibited. A student's act of reprisal or retaliation will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.
 8. A student will not be punished for reporting bullying or supplying information, even if the school's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.
 9. This policy must be distributed to parents annually and to staff members upon employment.
 10. This policy is an 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 posted on the district website. If the internet website is not available, the information must be provided to school administrators, school board members, school personnel, parents, guardians, and students.
 11. This policy is also listed on the facility website- <https://pavilionhospital.com/>

LEGAL REF.: 505 ILCS49/, Children's Mental Health Act

105 ILCS 5/10-20.14, 5/24-24 and 5/27-23.7

23 Ill. Admin. Code 1.240 and 1.280

CROSS REF.: 7:190 (Discipline), 8.95(Parent Involvement)

Anti-Bullying Policy

I. Introduction

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors is an important Pavilion Foundation School goal.

Bullying on the basis of actual or perceived race, color, nationality, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

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 while waiting for the school bus, or at a school sponsored or school sanctioned event or activity.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.

II. Bullying Defined

For the purpose of this policy, the term bullying means any severe or pervasive physical or verbal act or conduct, reflecting a coercive imbalance of power, including communications made in writing or electronically, directed toward a student that has or can be reasonably predicted to have the effect one or more of the following:

1. Placing the student in reasonable fear of harm to the student's person or property.
2. Causing a substantially detrimental effect on the student's physical or mental health.
3. Substantially interfering with the student's academic performance.
4. Substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by the Pavilion Foundation School

Bullying, intimidation, and/or harassment may take many forms, including but are not limited to the following: threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, retaliation for asserting or alleging an act of bullying, bullying through the transmission of information from a school computer, a school computer network, or other similar electronic school

equipment, or other comparable conduct. This list is meant to be illustrative and non-exhaustive.

Conduct that would not ordinarily be considered bullying for the purpose of this policy include: mere teasing, arguing, trading of insults, the expression of ideas of beliefs (expressions protected by the First Amendment), so long as such expression is not lewd, profane, or intended to intimidate or harass another.

III. Bullying Prohibited

Bullying is unacceptable and is strictly prohibited. Any student who engages in bullying will be subject to appropriate discipline, up to and including suspension or expulsion and referral to local law enforcement. A student's bullying conduct also may be addressed through any other behavioral interventions.

Any student who is a bystander to any bullying conduct and who fails to make any action to discourage the bullying behavior also may be subject to appropriate discipline.

No student shall be retaliated against for reporting bullying behaviors.

It is the responsibility of the school staff to use violations of the school rules as opportunities to help students improve their social and emotional skills, accept personal responsibility for their learning environment and understand consequences for poor choices and behaviors.

IV. Notification/Training

1. Bullying awareness training will be provided to the Pavilion Foundation School students, faculty and staff on a periodic basis to identify bullying behaviors, state law requirements and preventative measures.
2. Every year students and parents will be educated on the Pavilion Foundation School Anti-Bullying Policy through the Parent & Student Handbook. This includes annually disseminating information to all students and parent(s)/guardian(s) explaining the serious disruption caused by bullying, intimidation, or harassment and that these behaviors will be taken seriously and are not acceptable in any form.

V. Intervention

1. Full implementation of the above policy includes: (a) conducting a prompt and thorough investigation of alleged incidents of bullying, intimidation, harassing behavior, or similar conduct, (b) providing each student who violates one or more of these policies with appropriate consequences and remedial action and (c) protecting students against retaliation of reporting such conduct.

2. Appropriate steps shall be taken to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviors beyond traditional punitive disciplinary actions.
3. Staff shall be fully informed of the Pavilion Foundation School's goal to prevent students from engaging in bullying and the measures used to accomplish it. This includes: (a) communicating the Pavilion Foundation School's expectation and the state law requirement that teachers and other certified employees maintain discipline and (b) establish a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence
4. All members of the school community, including students, parents, volunteers, and visitors, are to be encouraged to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. This policy shall actively involve students' parent(s)/guardian(s) in the remediation of the behaviors(s) of concern. This includes ensuring that all parent(s)/guardian(s) are notified, as required by state law, whenever their child engages in aggressive behavior.
6. The policy communicates the Pavilion Foundation School's expectation that all students conduct themselves with a proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behavior.
7. Administration shall engage in ongoing monitoring that includes collecting and analyzing data on the nature and extent of bullying at the Pavilion Foundation School and, after identifying appropriate indicators, assesses the effectiveness of various strategies, programs and procedures and reports the results of this assessment to the Board along with recommendations of enhancing effectiveness.
8. The policy shall comply with state and federal law and is in alignment with Board policies. This includes prompting the Board to update the policy every two years, as required by state law.
9. This policy contains an 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 posted on the district website. If the internet website is not available, the information must be provided to school administrators, school board members, school personnel, parents, guardians, and students

10. This policy is also listed on the facility website - <https://pavilionhospital.com/>

VII. Discipline:

1st Offense: Parent contact through out-of-school suspension

2nd Offense: 1-day through 5-day out of school suspension and possible police involvement

Repeated/Severe offenses: 1-day through 10-day out of school suspension and possible police involvement

This policy is not intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 or 4 of Article 1 of the State of Illinois Constitution.



Anti-Bullying Policy Agreement

STUDENT

I understand and will abide by the Pavilion Foundation School Anti-Bullying Policy. I further understand that any violation of the regulations above is unethical and may constitute a criminal offense. Should I commit any violation, school disciplinary action and/or legal action may be taken.

Student's Full Name (please print): _____

Student's Signature: _____

Date: _____

PARENT OR GUARDIAN

As the parent or guardian of this student, I hereby attest to have read and understood the Pavilion Foundation School Anti-Bullying Policy. Should my student commit any violation, I understand that school disciplinary action and/or legal action may be taken.

Parent or Guardian's Name (please print): _____

Parent or Guardian's Signature: _____

Date: _____