

iLEAD BSTEM Academy Bullying Prevention and Response Policy

Policy Number: 7:180

Title: Prevention of and Response to Bullying, Intimidation, and Harassment

Revised: November 5, 2025

Purpose and Policy Statement

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing these behaviors and ensuring all students have equal access to a safe, non-hostile learning environment are core goals of iLEAD BSTEM Academy.

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 or expression, ancestry, age, religion, physical or mental disability, order of protection status, homelessness, or actual or potential parental or marital status, including pregnancy, association with a person or group with one or more of these characteristics, or any other distinguishing characteristic, is strictly prohibited in all school environments and activities.

Definition of Bullying

Bullying includes cyberbullying and means any severe or pervasive physical or verbal act or conduct (including electronic communications) directed toward one or more students that can reasonably be predicted to:

1. Place the student(s) in reasonable fear of harm to person or property;
2. Cause a substantially detrimental effect on physical or mental health;
3. Substantially interfere with academic performance; or
4. Substantially interfere with participation in or benefit from school services, activities, or privileges.

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 illustrative and non-exhaustive.

Reporting Procedures

Students are encouraged to report bullying immediately—verbally or in writing—to the Nondiscrimination Coordinator, Complaint Manager, Building Principal, or any staff member. Anonymous reports are accepted.

Nondiscrimination Coordinator:

Dr. April West

Email: ileadbstem123@gmail.com

Phone: 779-242-8654

Complaint Managers:

Dr. April West

Email: ileadbstem123@gmail.com

Phone: 769-242-8654

Parental Notification and Student Support

Consistent with federal and State laws governing student privacy, the school shall inform the parents or guardians of all students involved in an alleged bullying incident within 24 hours after administration becomes aware of the incident. The school will discuss, 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 parents or guardians utilizing all available contact information or that which can be reasonably obtained within the 24-hour period.

Restorative Measures

“Restorative measures” means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that:

1. Are adapted to the particular needs of the school and community;
2. Contribute to maintaining school safety;
3. Protect the integrity of a positive and productive learning climate;
4. Teach personal and interpersonal skills necessary for success in school and society;
5. Build and restore relationships among students, families, schools, and communities;
6. Reduce the likelihood of future disruption by balancing accountability with an understanding of behavioral health needs; and
7. Increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category identified in the Illinois Human Rights Act.

Investigation Procedures

The Superintendent or designee shall:

- Make reasonable efforts to complete the investigation within 10 school days of receiving a report;
- Involve appropriate support personnel as needed;
- Notify the Building Principal immediately upon receipt of a report;
- Provide parents/guardians of all students involved with updates, findings, and actions taken.

Prohibition of Retaliation

Reprisal or retaliation against any person who reports bullying is prohibited. Any act of reprisal will be treated as bullying for disciplinary purposes. Students who knowingly make false reports will be subject to disciplinary action.

Publication and Dissemination

This policy shall be:

- Posted on the school’s website (www.ILEADBSTEM.org);
- Included in the student handbook;
- Distributed annually to students, parents/guardians, and staff;
- Provided periodically throughout the school year.

Evaluation and Review

The Superintendent or designee shall assist the Board in evaluating the effectiveness of this policy annually, including:

- Frequency of incidents;
- Student and staff perceptions of school safety;
- Locations and types of bullying; and
- Bystander intervention rates.

Findings will be posted on the school website or made available upon request.

Cross References

2:240, 2:260, 2:265, 4:170, 5:230, 6:60, 6:65, 6:235, 7:20, 7:185, 7:190, 7:220, 7:230, 7:240, 7:285, 7:310

Legal References:

405 ILCS 49/ (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