

The Students' Bill of Rights and Responsibilities

1. Each child has the right to be safe and the responsibility to behave safely.
2. Each child has the right to be treated with respect and the responsibility to be respectful to adults, other students, themselves, and property.
3. Each child has the right to an encouraging learning environment and the responsibility to be an engaged and self-controlled learner.
4. Each child has the right to be told directly what they have done wrong and the responsibility to recognize that when other students are corrected, the correction applies to them as well.

Our Discipline Goals

1. Put the teaching of Christian love into practice every day.
2. Develop each child's personal responsibility and self-discipline through the use of the Love & Logic system of discipline.
3. Recognize that problems will arise, and that when they do there will be natural consequences, and there will be forgiveness.
4. Be as consistent as possible, while recognizing that fair is not always equal and equal is not always fair.
5. Expect parents to support the discipline and management of the school.

At all times the following steps will be taken to determine the appropriate consequence for student misbehavior. The seriousness of, or the chronic nature of, the misbehavior will determine which "first step" will be taken, at the discretion of the principal. The following behaviors are serious and will bring consequences.

1. Willful violation of the Students' Bill of Rights and Responsibilities.
2. Any involvement with alcohol, drugs, weapons, pornography, or tobacco.

Due Process

1. The teacher tells the student what they have done.
2. The teacher counsels the student through the procedures of Love & Logic.
3. The teacher and principal counsel the student. In school suspension may be given.
4. The teacher and principal counsel the parent and the student.
5. In school or out of school suspension may be given, with academic credit given for completed work.
6. Expulsion is the final step. Only the Board of Education holds the right of expulsion from Trinity Lutheran School.

Children who willfully or carelessly cause damage or loss to school property or that of a fellow student will be expected to make restitution for or replace the damaged or lost property.

Parents who feel that there has been a misunderstanding are welcome to discuss such matters after school hours with the teacher or the principal. Please call to set a convenient time for everyone.

PARTIES

Parents can do a good thing for their child and for the school environment by planning parties that don't leave some students out. Appropriate parties are: one friend, all the girls in the class, all the boys in the class, the whole class, or the whole team. Please consider how your child feels when left out.

BULLYING and HARASSMENT

"Bullying is the conscious, willful and deliberately hostile activity intended to harm someone else for pleasure."

"A student is being bullied or victimized when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other students or adults."

"If your child's feelings have been hurt, this does not necessarily mean that they have been bullied"

It is the policy of Trinity Lutheran School to prohibit any conduct that constitutes bullying or sexual harassment of any kind and, as appropriate, to contact the authorities in any situation involving this conduct.

Bullying or sexual harassment in any form toward any student by another student, employee, non-employee, volunteer, or parent will not be tolerated. Students who believe they have been, or are being bullied or sexually harassed will inform the person that the behavior must stop immediately, and that it will be reported.

Parents have the right and the responsibility to monitor their own, as well as all of their child's electronic communication. Please report all instances of electronic predatory communication to a pastor or the principal.

In the event of inappropriate electronic communication, school authorities will strive to provide the family of the cyberbully with a downloaded copy of the harmful online material and advise them of their potential personal liability if they are unwilling or unable to end the harmful activities.

Bullying and sexual harassment have the effect of creating an intimidating, hostile, or offensive environment regardless of the offender's expressed intent.

Sexual harassment may include but is not limited to...

1. verbal conduct such as derogatory comments, sexual advances, sexual jokes, slurs, etc.
2. visual conduct such as derogatory cartoons, drawings, pictures, gestures, etc.
3. physical conduct such as leering, blocking normal movement, touching an individual's body or clothing in a sexual way, assault, etc.
4. threats or demands to submit to sexual activity
5. retaliation for the reporting of harassment or participation in an investigation.
6. any other conduct considered sexually objectionable by the principal.

Bullying may include but is not limited to...

1. slyly kicking, hitting, pinching, punching, tripping, etc.
2. verbal threats.
3. furtively teasing or calling names.
4. leaving someone out, or spreading rumors about them.
5. using e-mail, social networking sites, game sites, telephone, or text messages in or out of school that create a sense of power over another student.

Conflict is normal. Bullying is not normal conflict. Use the chart below to see the difference between conflict and bullying. When someone makes a conscious choice to hurt, humiliate, harass, make fun of, degrade, or put down another human being the individual being targeted becomes a victim.

Normal Conflict	Bullying
Equal power between friends	Display of power, not in friendship
Occasional	Frequent
Accidental	Purposeful
Demonstrates concern	Demonstrates pleasure
Takes responsibility	Blames others
Tries to solve the problem	No effort to resolve issue
Occurs anywhere	Occurs where bully is not seen by teachers

Use the chart below to tell the difference between teasing as compared to taunting by a bully.

Teasing between Friends	Taunting by a Bully
Swaps roles with ease	Based on an imbalance of power
Not intended to hurt	Intended to harm
Maintains dignity	Meant to humiliate or demean
Pokes fun in lighthearted clever ways	Comments or acts are bigoted
Innocent in motive	Sinister in motive
Only part of the friendship interaction	Continuous action toward the target
Discontinued when person teased becomes upset	Continues or increases when target becomes distressed or objects

Students who believe they have seen or experienced any form of harassment or bullying shall report, in confidence, the conduct to the principal, a pastor, or a trusted adult. Any staff member who observes harassment or bullying shall stop it and report it to the principal. The principal will investigate the incident, and may present the findings and recommendations to the School Board. Action could include the termination of employment or enrollment.

SUSPECTED CHILD ABUSE

Teachers must report to the Wisconsin Department of Children & Families or a local law enforcement agency if they have reasonable cause to believe any child has been or is being subjected to abuse or neglect. It is the law!

An employee who reports suspected child abuse and/or neglect or participates in an investigation or judicial proceeding is statutorily immune from any civil or criminal liability that might otherwise be imposed, unless he or she makes a maliciously false statement.

The name of any person who reports suspected child abuse and/or neglect will remain confidential. It is the principal's responsibility to maintain confidentiality at all times.