

The Linn-Mar Complaint Managers:

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Questions regarding alternative complaint procedures and/or appeals contact:

Linn-Mar Equity Coordinators/Investigators

Nathan Wear , Associate Superintendent	447-3028
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The Linn-Mar Community School District provides equal educational and employment opportunities and will not illegally discriminate on the basis of real or perceived age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or family status. LMCSO shall take affirmative action in recruitment, appointment, assignment, and advancement of women and men, minorities and disabled. Inquiries regarding compliance with equal education or employment opportunities and/or affirmative action shall be directed to the Equity Coordinator, Linn-Mar Community School District, 2999 North 10th Street, Marion, Iowa 52302. Inquiries may also be directed, in writing, to the Iowa Civil Rights Commission in Des Moines, the Director of Region VII Office of the United States Equal Employment Opportunities Commission, or the Director of the Region VII Office of Civil Rights, United States Department of Education in Chicago, Illinois.

Updated: May 2023

BULLYING AND HARASSMENT

Student Rights and Responsibilities (PK-4th Grade Students)



Marion, Iowa

The Linn-Mar Community School District is fully committed to providing a welcoming and safe environment. To ensure all students are able to achieve their highest learning potential, the district has expectations for student behavior. As part of these efforts, Positive Behavioral Interventions and Supports (PBIS) is utilized in PK-8th grade at Linn-Mar.

The Linn-Mar Board of Directors has stated in board policy series 103 and 104, that harassment based on such characteristics as age, race, color, sex, religion, or disability will not be tolerated.

What is bullying?

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

Why address bullying in schools?

1. For students and their futures
2. For a healthy school climate
3. For the larger community
4. For the purpose of risk management for schools
5. It is the law

School rules against bullying:

1. We will not bully others
2. We will try to help students who are bullied
3. We will include students who are easily left out
4. When we know somebody is being bullied, we will tell an adult at school or an adult at home

Behaviors that will not be tolerated:

- Verbal bullying that includes speaking or writing mean things at school and/or online
 - Teasing
 - Name calling
 - Insults/Unkind comments
 - Physical threats
 - Comments about someone's body
- Social bullying that includes hurting someone's relationship or reputation
 - Excluding someone on purpose
 - Telling other children not to be friends with someone
 - Spreading rumors about someone
 - Embarrassing someone in public
- Physical bullying that includes hurting someone's body or personal items
 - Physical fighting
 - Pulling hair or clothes
 - Taking or damaging another's belongings
 - Gestures with the hands or body
 - Trying to kiss, hug, or touch someone who doesn't want to be kissed, hugged, or touched

Taking part in any of the behaviors listed above will result in:

- Verbal warning/appropriate consequences
- Written warning/appropriate consequences
- Student/parent conference
- Suspension

*****Some behaviors are more severe than others, therefore, complaint managers reserve the right to assign a consequence that will best fit the behavior*****