



# RLS MIDDLE SCHOOL

## Progressive Discipline Plan

*The vision of Robert Louis Stevenson Middle School is to create an inspiring and innovative learning environment with the highest expectations for all students and staff, so that they are successful academically, socially, emotionally, and physically.*

### RLS Discipline Philosophy

The discipline philosophy of RLS includes several fundamental concepts:

- **Purpose:** Acknowledge that students are responsible for their own behavior and help them develop a personal plan for self-control and behavior management.
- **Communication:** Knowing is half the battle. The Student Planner outlines the behavioral expectations and consequences that all students and parents/guardians need to know to function appropriately at RLS.
- **Partnership:** Parents/Guardians will be notified of behavioral violations to remedy the existing situation, as well as to lessen the chance of subsequent situations.

The school has the responsibility and authority to issue disciplinary consequences to students who violate behavioral expectations **while on their way to school, at school, during lunch, at all school activities home and away, and at any time on school or district property.**

### Mandatory Suspension and/or Expulsion Offenses:

Education Code Violation	Consequence
<b>48915 (c)(1)</b> Possession, selling, or otherwise furnishing a firearm	5-day home suspension, notify police, and <b>mandatory</b> expulsion.
<b>48915 (c)(2)</b> Brandishing a knife	5-day home suspension, notify police, and <b>mandatory</b> expulsion.
<b>48915 (c)(3)</b> Selling a controlled substance	5-day home suspension, notify police, and <b>mandatory</b> expulsion.
<b>48915 (c)(4)</b> Committing or attempting to commit sexual assault or battery	5-day home suspension, notify police, and <b>mandatory</b> expulsion.
<b>48915 (c)(5)</b> Possession of an explosive	5-day home suspension, notify police, and <b>mandatory</b> expulsion.
<b>48915 (a)(1)</b> Causing serious physical injury to another person except in self defense	5-day home suspension and notify police. Principal shall recommend expulsion, unless they find that expulsion is inappropriate, due to the particular circumstance.
<b>48915 (a)(2)</b> Possession of any knife, or other dangerous object	5-day home suspension and notify police. Principal shall recommend expulsion, unless they find that expulsion is inappropriate, due to the particular circumstance.
<b>48915 (a)(3)</b> Possession of any controlled substance except for the first offense of possession of not more than one ounce of marijuana.	5-day home suspension and notify police. Principal shall recommend expulsion, unless they find that expulsion is inappropriate, due to the particular circumstance.

<b>48915 (a)(4)</b> Robbery or Extortion	5-day home suspension and notify police. Principal shall recommend expulsion, unless they find that expulsion is inappropriate, due to the particular circumstance.
<b>48915 (a)(5)</b> Assault or battery upon a school employee	5-day home suspension and notify police. Principal shall recommend expulsion, unless they find that expulsion is inappropriate, due to the particular circumstance.

### Discretionary Suspension: For School and/or Classroom infractions

<b>48900(a)(1)</b>	Caused, attempted to cause, or threatened to cause physical injury on another person. Fighting may include pushing, shoving, and or punching.
<b>48900 (b)</b>	Possession, sale, or furnishing of any knives, firearms, or other dangerous objects
<b>48900 (c)</b>	Unlawfully possessed, used, sold, or furnished, or been under the influence of any controlled substance or an intoxicant.
<b>48900(d)</b>	Unlawfully possessed, used, sold, or furnished, or been under the influence of any controlled substance or an intoxicant
<b>48900(e)</b>	Committed or attempted to commit robbery or extortion
<b>48900(f)*</b>	Caused or attempted to cause damage to school or private property
<b>48900(g)*</b>	Stealing, or attempting to steal school or private property
<b>48900(h)*</b>	Possessed or used tobacco or nicotine products
<b>48900(i)*</b>	Committed an obscene act or engaged in habitual profanity or vulgarity
<b>48900(j)*</b>	Possessed, offered, arranged, or negotiated to sell drug paraphernalia
<b>48900(l)*</b>	Knowingly received stolen school property
<b>48900(m)*</b>	Possessed an imitation firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm
<b>48900(n)</b>	Committed sexual assault or battery
<b>48900(o)</b>	Harassed, threatened, or intimidated a pupil who is witness in a school disciplinary proceeding for the purpose of intimidation or retaliation
<b>48900(p)</b>	Unlawfully offered, arranged to sell, negotiate to sell, or sold the prescription Soma
<b>48900(q)</b>	Engaged in, or attempted to engage in, hazing
<b>48900(r)*</b>	Engaged in an act of bullying, including, but not limited to, bullying by means of an electronic act
<b>48900(t)</b>	Aided or abetted the infliction of physical injury or the attempted infliction of physical injury to another person
<b>48900.2</b>	Committed an act of sexual harassment
<b>48900.3</b>	Caused or attempted to cause, threatened to cause or participated in an act of hate violence
<b>48900.4</b>	Engaged in harassment, threats, or intimidation directed against school personnel
<b>48900.7</b>	Making terroristic threats against school officials or property

Hate speech, racial harassment, sexual harassment, and bullying cause immense pain and stress to those who are targeted, as well as to bystanders who may hear or see it. It is never justified or excusable as “just joking.” The target is never responsible for hateful behavior or for being harassed or bullied. Racial harassment, sexual harassment, bullying, or the use of hate speech can result in consequences up to and including suspension, expulsion, and referral to law enforcement.

**Racial Harassment:** Consists of any form of act or language that expresses prejudice towards, humiliates, makes fun of, or incites hatred against an individual or group of persons based on race, skin color, ancestry, or place of origin. Racial harassment may include, but is not limited to:

- Verbal harassment or abuse
- Racial slurs, insults, or comments
- “Jokes” regarding a person’s actual or perceived race, skin color, ancestry, or place of origin.

- Racially offensive cartoons, drawings, symbols, or gestures
- Touching another person's hair or clothing without their consent
- Threatening or bothering a person based on their race

**Hate Violence/Hate Speech:** Consists of any form of act or language that physically harms or threatens to harm, expresses prejudice towards, humiliates, makes fun of, or incites hatred against an individual or group of persons based on the protected classes of race, religion, skin color, sexual identity, gender identity, ethnicity, disability, or national origin. Hate violence and hate speech may include, but are not limited to:

- Physical harm or threats of harm based on the actual or perceived protected class a person belongs to
- "Jokes" based on belonging to a protected class
- Slurs, insults, or comments based on belonging to a protected class
- Offensive cartoons, drawings, symbols, or gestures based on belonging to a protected class

**Sexual Harassment:** Consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct, or communication of a sexual nature. Sexual harassment may include, but is not limited to:

- Verbal harassment or abuse
- Subtle pressure for sexual activity
- Intentionally brushing against another's body
- Unwelcome comments about another's body
- Inappropriate or unwelcome touching, kissing, body contact, patting, or pinching
- Demanding sexual favors accompanied by implied or overt promises or threats
- Posting photos or comments online of a sexual nature

**Reporting Racial Harassment, Hate Speech, Hate Violence, or Sexual Harassment:** Anyone believing themselves to be the victim of harassment or violence, whether they are a student or employee of the district, is to report the alleged act(s) immediately. Reports may be made via email, the STOPit app, verbally to a staff member, or by informal written note. The district will act to investigate all complaints.

**Consequences for Racial Harassment, Hate Speech, Hate Violence, or Sexual Harassment:** Individuals who harm or harass either a student or an employee of the district may be subject to civil or criminal litigation or both, as well as discipline by the school district, including possible suspension, expulsion, leave without pay, or termination.

**SHUSD/RLS BULLYING PROTOCOL:** Bullying is defined as an act that is done on purpose. Bullies use their power (physical size, age, social status, computer skills, etc.) to threaten, harass, or hurt others. Bullying can happen over and over to one person or a group of people.

"It is the policy of the State of California to afford all persons in public schools, regardless of their disability, gender, nationality, race or ethnicity, religion, sexual orientation, or any other [protected] characteristic ... equal rights and opportunities in the educational institutions of the state." (Ed. Code, § 200.)

- All pupils have the right to participate fully in the educational process, free from discrimination and harassment.
- California's public schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and a responsibility to provide equal educational opportunity.

**Reporting Bullying and Harassment:** SHUSD and RLS provide a supportive learning environment for all students, which means we tolerate no bullying, teasing, and/or harassment of any kind. Therefore, all reported cases of bullying are investigated quickly and thoroughly. If a student feels they are being bullied at RLS, they should report it to a staff member, the main office, or by using the STOPit app (see below) so that administration can investigate.

Bullying or other inappropriate activity may be reported anonymously and in real time by using the **STOPit App**. **STOPit** is a simple, fast, and powerful solution to report inappropriate behaviors and deter unethical or illegal activity. Students will be given directions on how to bookmark the website on their Chromebooks at the beginning of the year, but using the program is easy:

1. **Go to stopitsolutions.com**
2. **Type in Robert Louis Stevenson and select our school**
3. **Report bullying or other inappropriate behavior anonymously**

**Preventing Bullying and Harassment/Being an Ally:** Standing up for what is right and reporting bullying and harassment when it occurs is an example of integrity and respecting and protecting the rights and welfare of others. In addition to the STOPit app, there are many things individuals can do to limit bullying and harassment on our campus. Here are some simple things students can do to be an ally to victims of bullying and harassment:

- a) Support targets of bullying and harassment whether you know them or not.
- b) Don't participate or encourage bullying or harassment when you see it.
- c) If safe to do so, tell the aggressors to stop or that you do not approve of their actions.
- d) Inform staff and or a trusted adult that someone is being bullied or harassed.
- e) **Anonymously report bullying and harassment immediately through the STOPit App to the Campus Supervisor.** Please include location, times, and people involved to help support the investigation.
- f) Get to know people instead of judging them.
- g) Be an ally online—do not encourage aggressors, do not send out or forward hurtful messages, and tell aggressors that they need to stop cyber bullying.