



Adopted: May 20, 2015

EMID 6067 Board Policy 525

Revised: February 17, 2016; October 19, 2016; November 15, 2017; October 17, 2018

525 VIOLENCE PREVENTION (APPLICABLE TO STUDENTS AND STAFF)

I. PURPOSE

The purpose of this policy is to recognize that violence has increased and to identify measures that EMID will take in an attempt to maintain a learning and working environment that is free from violent and disruptive behavior.

The Board is committed to promoting healthy human relationships and learning environments that are physically and psychologically safe for all members of the collaborative. It further believes that students are the first priority and they should be protected from physical or emotional harm while under EMID supervision.

II. GENERAL STATEMENT OF POLICY

- A. The policy of EMID is to strictly enforce its weapons policy (Policy 501).
- B. The policy of EMID is to act promptly in investigating all acts, or formal or informal complaints, of violence and take appropriate disciplinary action against any student or staff member who is found to have violated this policy or any related policy.
- C. The Executive Director will periodically review discipline policies and procedures, prepare revisions if necessary, and submit them to the Board for review and adoption.
- D. EMID will implement approved violence prevention strategies to promote safe and secure learning environments, to diminish violence, and to aid in the protection of children whose health or welfare may be jeopardized through acts of violence.

III. IMPLEMENTATION OF POLICY

- A. The Board will review and approve policies to prevent and address violence in EMID programs. It shall be incumbent on all students and staff to observe all policies and report violations to the Executive Director.
- B. The Executive Director will inform staff and students annually of policies related to violence prevention and weapons.



- C. EMID will act promptly to investigate all acts and formal and informal complaints of violence and take appropriate disciplinary action against any student or staff member who is found to have violated this policy or any related policy.
- D. The consequences set forth in the weapons policy (Policy 501) will be imposed upon any student or nonstudent who possesses, uses or distributes a weapon when at an EMID program location.
- E. The consequences set forth in the hazing prohibition policy (Policy 526) will be imposed upon any student or staff member who commits an act against a student or staff member; or coerces a student or staff member into committing an act, that creates a substantial risk of harm to a person in order for the student or staff member to be initiated into or affiliated with an organization, or for any other purpose. Students who engage in assault or violent behavior will be removed from the situation immediately and for a period of time deemed appropriate by the program supervisor in consultation with the facilitators and the student's home district, pursuant to the Student Discipline policy (Policy 506).
- F. Procedures will be developed for the referral of any person in violation of this policy or the weapons policy to the local law enforcement agency in accordance with Minn. Stat. § 121A.05.
- G. Students who wear objectionable emblems, signs, words, objects, or pictures on clothing communicating a message that is racist, sexist, or otherwise derogatory to a protected group or which denotes gang affiliation or that approves, advances, or provokes any form of religious, racial, or sexual harassment or violence against other individuals as defined in the harassment and violence policy (Policy 413) will be subject to the procedures set forth in the student dress and appearance policy (Policy 504). "Gang" as used in this policy means any ongoing organization, association, or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in or whose members engaged in a pattern of criminal gang activity. A "pattern of gang activity" means the commission, attempt to commit, conspiring to commit, or solicitation of two or more criminal acts, provided the criminal acts were committed on separate dates by two or more persons who are members of or belong to the same criminal street gang.
- H. This policy is not intended to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane, denote gang affiliation, advocate harassment or violence against others, are likely to disrupt the education process, or cause others to react in a violent or illegal manner (Policy 504).



IV. PREVENTION STRATEGIES

EMID has adopted and will implement the following prevention strategies to promote safe and secure learning environments, to diminish violence in our integration environments, and to aid in the protection of children whose health or welfare may be jeopardized through acts of violence.

- A. Adopt a district crisis management policy to address potential violent crisis situations in the district.
- B. Provide training in recognition, prevention, and safe responses to violence and development of a positive program and work environment. Training will include aspects of reporting, visibility, and supervision as deterrents to violence.
- C. Promote student safety responsibility by encouraging the reporting of suspicious individuals and unusual activity at EMID district offices and at integration program locations.
- D. Establish clear program rules that prevent and deter violence.
- E. Develop cross-cultural awareness programs to unify students of all cultures and backgrounds, to develop mutual respect and understanding of shared experiences and values among students, and to promote the message of inclusion.
- F. Establish conflict resolution training, conflict management, restorative justice or peer mediation programs for staff and students to teach conservative approaches to settling disputes.
- G. Develop programs that teach social skills such as maintaining self-control, building communications skills, forming friendships, resisting peer pressure, being appropriately assertive, forming positive relationships with adults, and resolving conflict in nonviolent ways.
- H. Develop programs that teach critical viewing and listening skills in analyzing mass media to recognize stereotypes, distinguish fact from fantasy, and identify differences in behavior and values that conflict with their own.
- I. Develop student safety forums that both inform and elicit students' ideas about particular safety problems.
- J. Develop programs on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.



- K. Develop programs on child sexual abuse prevention for students, including age-appropriate instruction on recognizing sexual abuse and assault, boundary violations, and ways offenders groom or desensitize victims, as well as strategies to promote disclosure, reduce self-blame, and mobilize bystanders. The program may be created in consultation with federal, state, and local agencies and community-based organizations, including the Child Information Gateway website maintained by the United States Department of Health and Human Services, to identify research-based tools, curricula, and programs to prevent child sexual abuse.
- L. Provide training for staff by experts familiar with sexual abuse, domestic violence, and personal safety issues on the following: helping students identify violence in the family and the community so that students may learn to resolve conflicts in effective, nonviolent ways; responding to a disclosure of child sexual abuse in a supportive, appropriate manner; and/or complying with mandatory reporting requirements under the Maltreatment of Minors Reporting Act.

V. STUDENT SUPPORT

- A. Students will be apprised of EMID policies designed to protect their personal safety.
- B. Students will be provided with information as to EMID rules regarding weapons and violence.
- C. Students will be informed of resources for violence prevention and proper reporting.

VI. PERSONNEL

- A. EMID personnel shall comply with the weapon policy (Policy 501) and the hazing policy (Policy 526).
- B. EMID personnel shall be knowledgeable of violence prevention policies and report any violation to the Executive Director immediately. EMID personnel will be informed annually as to district rules regarding weapons and violence prevention.
- C. EMID personnel or agents of the district shall not engage in emotionally abusive acts including malicious shouting, ridicule, and/or threats or other forms of corporal punishment (Policy 507).

Legal References: Minn. Stat. § 13.43, Subd. 16 (School District or Charter School Disclosure of Violence or Inappropriate Sexual Contact)
Minn. Stat. § 120B.22 (Violence Prevention Education)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)
Minn. Stat. § 121.035A (Crisis Management Policy)
Minn. Stat. § 121A.05 (Policy to Refer Firearms Possessor)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)



Minn. Stat. § 121A.44 (Expulsion for Possession of Firearm)
Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
Minn. Stat. § 121A.64 (Notification)
Minn. Stat. § 121A. 69 (Hazing Policy)
Minn. Stat. § 181.987, Subd. 5 (School District Disclosure of Violence or Inappropriate Sexual Contact)
18 U.S.C. § 921 (Definition of Firearm)
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Improvement Act of 2004)
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)
Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)
McIntire v. Bethel School, 804 F.Supp. 1415, 78 Educ. L.Rep. 828 (W.D. Okla. 1992)
Olesen v. Board of Educ. Of Sch. Dist. No. 228, 676 F.Supp1 820, 44 Educ. L.Rep. 205 (N.D. Ill. 1987)

Cross References:

EMID Policy 413 (Harassment and Violence)
EMID Policy 501 (Weapons)
EMID Policy 504 (Student Dress and Appearance)
EMID Policy 506 (Student Discipline)
EMID Policy 507 (Corporal Punishment)
EMID Policy 514 (Bullying Prohibition Policy)
EMID Policy 526 (Hazing Prohibition)
EMID Policy 529 (Staff notification of Violent Behavior by Students)