# 2026/2027
# Warrensburg R-VI School District
# Discipline Guide

**Updated: 6/3/2026**

**BoardApproved: 6/16/2026**

***THE SAFE SCHOOLS ACT OF 1996** (section 8.1) stipulates: Aperson commits the crime of assault while on school property if the person: (1) Knowingly causes physical injury to another person;or(2) With criminal negligence, causes physical injury to another person by means of a deadly weapon; of (3) Recklessly engages inconduct which creates a grave risk of death or serious physical injury to another person, and the act described under subdivision (1),(2), or (3) of this subsection occurs on school or school district property, or in a vehicle that at the time of the act was in the serviceofthe school or school district, or arose as a result of a school or school district-sponsored activity. Section 8.2. Assaultwhile on school property is a CLASS D FELONY.

**WARRENSBURG R-VI SCHOOL DISTRICT DISCIPLINE GUIDE 2026-2027**

(Revised June 3rd, 2026)


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CWS - Conference with Student, ISS - In-School Suspension, OSS - Out-of-School Suspension, w/ - with, poss - possible,
LT - LongTerm,TES - ThursdayExtendedSchool,PC - ParentContact,Prin - Principal,LA - LegalAuthority,conf–conference.

***The Warrensburg R-VI School District does not use corporal punishment.**

**ALCOHOL** –Violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or consumption of intoxicating alcoholic beverages or substances represented as alcohol. Suspicion of being under the influence of alcohol may be included if it results in disciplinary action. If in violation, thismaybeunderthe jurisdictionof the"Good Citizenship" Policy.
***A breathalyzer may be used by administration upon suspicion.**

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, poss. counseling intervention, poss. contact LA, possible 1 to 5 days suspension. | PC, poss. counselor intervention, poss. contact LA, 1 to 5 days suspension. | ~~For use or possession~~:<br>Up to 10 days suspension, contact LA, visit to counselor at student expense, possible recommendation for LT suspension/expulsion, PC, may require counseling at student expense.<br><br>For sale, or distribution:<br>Up to 10 days OSS, PC, contact LA, visit to counselor at student expense. counseling may be required, if not completed, poss. LT suspension/expulsion.May require counseling at student expense. | ~~For Use or Possession~~:<br>Up to 10 days suspension, report to LA, visit to counselor at student expense, possible recommendation for LT suspension, student could lose some extra-curricular eligibility, PC.<br><br>For Sale or Distribution: Up to 10 days OSS pending recommendation for LT suspension/expulsion, contact LA, PC. |
| Second | PC, poss. counselor intervention, poss. contact LA, up to 5 days suspension. | PC, poss. counselor intervention, contact LA, up to 5 days OSS. | Up to 10 days OSS, PC, contact LA, may require counseling at student expense, possible recommendation for LT suspension/expulsion. | For Use, Possession, Sale, Distribution:<br>10 days suspension pending recommendation for LT suspension/expulsion, contact LA, PC. |
| Third | Review of appropriate educational placement for student will be made. | Review of appropriate educational placement for student will be | 10 days OSS, PC, contact LA, may require counseling at student expense, possible recommendation for LT suspension/expulsion. | 10 days OSS, PC, contact LA, may require counseling at student expense, possible recommendation for LT suspension/expulsion. |

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| | | made. | | |

**ARSON**
To unlawfully and intentionally damage, or attempt to damage, any school or personal property by fire or incendiary device. Fireworks, firecrackers, and trashcan fires would be included in this category if they were contributing factors to a damaging fire.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, privileges removed, counseling initiated | PC, up to 5 days ISS, poss. contact LA | PC, up to 10 days suspension, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA |
| Second | Same as 1, suspension, contact LA | PC, up to 10 days suspension, contact LA | PC, up to 10 days OSS, poss. recommendation for LT suspension/expulsion | Student will be subject to expulsion |

**ATTENDANCE POLICY VIOLATION** – Not attending school or classes as required Violation of state, school district, or school policy relating to attendance. This includes truancy. Truancy is a willful absence from school or class without the parent/guardian or principal's permission/knowledge, or being in an unauthorized area without permission. This includes leaving the premises after arriving at school even if you get back before school begins, and leaving the lunchroom. Forged notes and faked phone calls will be considered acts of truancy and assessed at the appropriate disciplinary level.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Parent contact, possible detentions | Conference with student and PC. | See school attendance policy. | See school attendance policy. |
| Second | Parent contact, possible detentions | Conference with student and PC. | See school attendance policy | See school attendance policy |

**BATTERY** - Physical Attack/Harm

Touching or striking of another person against his or her will or intentionally causing bodily harm to an individual.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Play and group activities restricted up to 5 days, conf. w/prin., PC, contact LA if appropriate, poss. suspension | Play and group activities restricted up to 5 days, conf. w/prin., PC, contact LA if appropriate, poss.suspension | Up to 10 days susp, PC, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | Up to 10 days susp., PC, LA contacted, possible LT suspension/expulsion, may require counseling at student expense. |
| Second | Play and group activities restricted 5 days, PC w/counselor, ISS | Play and group activities restricted 5 days, PC w/counselor, ISS | Up to 10 days susp, PC, contact LA, may require counseling at student expense. | Up to 10 days suspension, poss. recommendation for LT suspension/expulsion, PC, contact LA, may require counseling at student expense. |
| Third | Suspension up to 10 days, PC, poss. counseling | Suspension up to 10 days, PC, poss. counseling | 10 days OSS, PC for re-admittance w/prin., poss. recommendation for LT susp./expulsion, contact LA, may require counseling at student expense. | Up to 10 days OSS, poss. recommendation for LT suspension/expulsion, student can be subject to expulsion, PC, contact LA, may require counseling at student expense. |

**BATTERY OF PERSONNEL**

Any aggressive physical contact with a staff member, including but not limited to pushing, striking, biting, clawing and kicking.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Time out of classroom, PC, poss. suspension, poss. contact LA | Suspension for 3 - 10 days, review and modify intervention plan, PC before re admittance, poss. contact LA, poss. recommendation for LT | OSS up to 10 days, PC, contact LA, poss. recommendation for LT or expulsion, may require counseling at student expense. | Up to 10 days OSS, PC, poss. recommendation for LT suspension or expulsion, contact LA. |

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| Second | PC, loss of privileges, counseling initiated, behavior management program initiated, poss.suspension, contact LA | Suspension for up to 10 days, PC before re-admittance, poss. recommendation for LT, contact LA | 10 days OSS and possible recommendation for LT or expulsion, PC, contact LA | 10 days OSS, PC, poss. recommendation for LT suspension/expulsion from the district, contact LA |

| **BULLYING** – See Board policy JFCF under the "Harassment" section of this document for definitions and policy/ procedure. | | | | |
|---|---|---|---|---|
| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
| First | Conf. w/teacher, loss of privileges, poss. contact LA | Play and group activities restricted up to 5 days, PC, poss. contact LA, poss. suspension | Up to 10 days suspension, PC, CWS, contact LA, contact CO, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | CWS, contact CO & LA, suspension up to 10 days, possible recommendation for LT suspension/expulsion, PC |
| Second | PC, loss of privileges, poss. contact LA, development of a safety plan. | PC, up to 3 counseling, contact LA, poss. suspension | Suspension up to 10 days, PC, contact LA, possible recommendation for LT suspension/expulsion, contact CO, may require counseling at student expense. | Suspension up to 10 days, possible recommendation for LT suspension/expulsion, PC, contact LA, contact CO. |
| Third | PC, time out of classroom, counseling, loss of privileges, contact LA, possible suspension, review safety plan. | PC, up to 10 days suspension, contact LA | 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA, contact CO, may require counseling at student expense. | 10 dayssuspension, poss. recommendation for LT, PC, contact LA & CO. |

**BURGLARY/BREAKING AND ENTERING–**Stealing property/unlawful entry. Unlawful entry or attempted entry into a building or other structure with the intent to commita crime.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, privileges removed, counseling initiated | PC, up to 5 days ISS, poss. contact LA | PC, up to 10 days suspension, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA |
| Second | Same as 1, suspension, contact LA. | PC, up to 10 days suspension, contact | PC, up to 10 days OSS, poss. recommendation for LT suspension/expulsion | Up to 10 days suspension, PC, recommendation for LT suspension/expulsion, contact LA |

**CHRONIC MISBEHAVING STUDENTS**

Chronicmisbehavingis defined as anyone or more of the following:

- more than 5 office referrals resulting in detentions or Thursday Extended School
- more than 2 office referrals resulting in suspension
- any combination of these

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| | Behavior plan or counseling, PC | Behavior plan or counseling, PC | PC, up to 10 days suspension, possible recommendation for long-term suspension/expulsion. | PC, Up to 10 days suspension, possible recommendation for long-term suspension/expulsion. |

**COMPUTER MISUSE - INAPPROPRIATE USE OF COMPUTER**

Inappropriateuseofthe computer (Internetincluded) is anyactionbyastudent to access private files, damaging computer systems and/or computer networks, unauthorized tampering of hardware and/or software, violating copyright laws, and employing the network for commercial purposes

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| | Loss of privileges, PC, poss ISS | Conference with student and parent to develop a plan for future use of the computer system, suspension and/or loss of privileges. | Conference with student and parent to develop a plan for future use of the computer system, detentions, TES, suspension and/or loss of privileges. | PC, detentions, TES, poss. suspension and/or loss of privileges. |
| | If offense damages system or hardware, the student will be responsible for restitution of cost. | | | |

**DISORDERLY CONDUCT** - Disruptive behavior - Disrespect

Any act that disrupts the orderly conduct of a school function; behavior which substantially disrupts the orderly learning environment. This can include spreading rumors, name calling, provocative or inciting language.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Loss of privileges | Possible PC, loss of privileges | Up to 10 days suspension, PC | Up to 10 days suspension, PC |
| Second | Loss of privileges, PC, poss. counseling, poss. suspension | PC, staffing for development of behavior plan, poss. suspension, loss of privileges | Second and subsequent offense: up to 10 days suspension, PC, possible LT suspension/expulsion. | Second and subsequent offense: up to 10 days suspension, PC, possible LT suspension/expulsion. |
| Third | Student/teacher conf. w/prin., PC, loss of privileges, counseling initiated, poss. suspension, development of behavior plan. | PC, development of plan, possible ISS/OSS | | |

**DRIVING & PARKING VIOLATIONS**

Drivingonschoolpropertycarelesslyorwithout due caution so as to endanger persons or property.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | | Contact LA, PC | Contact LA, PC | Up to 3 detentions, poss. loss of driving privileges |
| Second | | Contact LA, PC | Contact LA, PC | TES, PC, poss. lossof driving privileges |
| Third | | Contact LA, PC | Contact LA, PC | 3 days ISS, PC, lossof driving privileges as determined by admin. |
| Parking illegally, parking in teacher, visitor or handicap parking or parking without a school parking tag. | | | | Up to 3 detentions, poss. loss of driving privileges. Fines may be assessed by WHS or LA. |

**DRUGS** excluding alcohol and tobacco - Illegal drug possession, sale, use/under influence. Unlawful use, cultivation, manufacture, distribution, sale solicitation, purchase, possession, transportation, or importation of any controlled drugs (e.g., Demerol, morphine) or narcotic substance. If in violation this may be under the jurisdiction of the Good Citizenship Policy of the district.
*Warning*: Students should be aware that distribution of prescription medication to a person for whom the medication has not been prescribed may constitute a misdemeanor, even if the medication is not a "controlled substance," as that term is defined by law.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, poss. counseling intervention, poss. contact LA, possible 1 to 5 day suspension | PC, poss. counselor intervention, poss. contact LA, 1 to 5 days suspension | ~~For use or possession~~: Up to 10 days suspension, PC, contact LA, visit to counselor at student expense, possible recommendation for LT suspension/expulsion, may require counseling at student expense.<br><br>For sale, or distribution: Up to 10 days OSS, PC, contact LA, poss. recommendation for LT suspension/expulsion, may require counseling at student expense. | ~~For Use or Possession~~: Up to 10 days OSS, PC, report to LA, poss. recommendation for LT, student could lose some extra-curricular eligibility, may require counseling at student expense.<br><br>For Sale or Distribution: Up to 10 days OSS pending recommendation for LT suspension/expulsion, PC, contact LA. |
| Second | PC, poss. counselor intervention, poss. contact LA, up to 5 days suspension | PC, poss. counselor intervention, contact LA, up to 5 days OSS | 10 days OSS, PC, contact LA, poss. recommendation for LT susp./expulsion, may require counseling at student expense. | For Use, Possession, Sale, Distribution: Up to 10 day OSS pending recommendation for LT suspension/expulsion, PC, contact LA, may require counseling at student expense. |
| Third | Review of appropriate educational placement for student will be made | Review of appropriate educational placement for student will be made | 10 days OSS, PC, contact LA, may require counseling at student expense, possible recommendation for LT suspension/expulsion. | ~~For Use, Possession, Sale, Distribution~~: Up to 10 day OSS pending recommendation for LT suspension/expulsion, PC, contact LA, may require counseling at student expense. |

**EXTORTION**

Threateningorintimidating any student for the purpose or intent of obtaining money or anything of value from that student.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Return item of value, conf. w/teacher, loss of privileges | Return item, PC by teacher and report to principal, loss of privileges | PC, conf. w/counselor, up to 10 days suspension, possible contact LA and recommendation for LT suspension/expulsion | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion |
| Second | PC, return items or make restitution, loss of privileges, counseling initiated, poss. contact LA, poss. suspension | Play and group activities restricted 5 days, PC w/ counselor and student., poss. ISS, counseling initiated, contact LA | Up to 10 days suspension, PC & prin. for re-admittance, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days OSS, PC to develop a plan for student's future with WHS, poss. recommendation for LT suspension/expulsion, contact LA |
| Third | | Up to 10 days suspension, PC, counseling initiated, contact LA | Up to 10 days OSS, PC & plan for re admittance, poss. recommendation for LT suspension/expulsion, contact LA | Up to 10 days OSS, PC to develop a plan for student's future with WHS, poss. recommendation for LT suspension/expulsion, contact LA |

**FIGHTING**

Mutual participation in an incident involving physical violence, where there is no major injury.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Play and group activities restricted up to 5 days, PC, poss. contact LA, poss. suspension. | Play and group activities restricted up to 5 days, PC, poss. contact LA, poss. suspension. | Up to 10 days suspension, PC, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days OSS, PC, contact LA, possible recommendation for LT suspension/expulsion |

| | | | | |
|---|---|---|---|---|
| Second | Play and group activities restricted 5 days, PC with counselors, ISS, possible contact LA, development of safety/behavior plan. | Play and group activities restricted 5 days, PC w/counselor, ISS | Up to 10 days suspension, PC, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days OSS, possible recommendation for LT suspension/expulsion, PC, contact LA |
| Third | Loss of privileges, PC, counseling, poss. suspension, poss. contact LA | Up to 10 days suspension, PC, poss. counseling | Up to10 days OSS, PC, poss. recommendation for LT suspension/expulsion, contact LA | Up to 10 days OSS, possible recommendation for LT suspension/expulsion, student can be subject to expulsion, PC, contact LA |

**GAMBLING**

Possession and/or use of any gaming devices, including but not limited to playing cards or dice. Also, any actions normally associated with gambling, such as pitching or matching coins, wagering or betting on sports events or participation in pools.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC | PC | Up to 3 detentions, PC | Up to 3 detentions, TES, up to 3 days ISS, PC |
| Second | PC | PC | Up to 3 days suspension, PC | Up to 5 days suspension, PC |
| Third | PC | PC | | Up to 10 days suspension, PC |

**GANG RELATED ACTIVITIES**

Any suspicious activityinvolving three or more persons or by an individual which is considered "gang" activity. Such activity may be characterized or identified by the individual's admission to gang membership or by the exhibiting of a combination of: clothing which is common to gang members, display of mannerisms which identify the subject as a gang member, has tattoos that indicate gang membership, admits to detailed knowledge of gang activity, admits to or is known by the use of a moniker, displays hairstyles, and jewelry or other paraphernalia common to gang members. Any dress or display that disrupts the education process.

| Offense | Grades K-2 | Grades 3- 5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC including student, removal of gang identifying items, contact LA | Same as K-2 | Same as K-2, plus poss. detentions, TES and written paper to be reviewed by counselor | Same as K-2, up to 10 days suspension |
| Second | Suspension pending PC including student, to develop a plan for student's continuation in school, contact LA | | Same as K-2 | Same as K-2, up to 10 days suspension |

**HARASSMENT** – Board policy AC, Bullying - Board policy JFCF

• The direct link to all board policies is

http://www.warrensburgr6.org/education/components/docmgr/default.php?sectiondetailid=9308&

**PROHIBITION AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION**

The Warrensburg R-VI School District Board of Education is committed to maintaining a workplace and educational environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities and facilities. In accordance with law, the district strictly prohibits discrimination and harassment against employees, students or others on the basis of race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law. The Warrensburg R-VI School District is an equal opportunity employer.

The Board also prohibits:

1. Retaliatory actions including, but not limited to, acts of intimidation, threats, coercion or discrimination against those who: a) Make complaints of prohibited discrimination or harassment. b) Report prohibited discrimination or harassment. c)Participate in an investigation, formal proceeding or informal resolution, whether conducted internally or outside the district, concerning prohibited discrimination or harassment.
2. Aiding, abetting, inciting, compelling or coercing discrimination, harassment or retaliatory actions.
3. Discrimination, harassment or retaliation against any person because of such person’s association with a person protected from

discrimination or harassment in accordance with this policy.

All employees, students and visitors must immediately report to the district for investigation any incident or behavior that could constitute discrimination, harassment or retaliation in accordance with this policy. If a student alleges sexual misconduct on the part of any district employee to any person employed by the district, that person will immediately report the allegation to the Children's Division (CD) of the Department of Social Services in accordance with state law. In accordance with this policy and as allowed by law, the district will investigate and address discrimination, harassment and retaliation that negatively impact the school environment, including instances that occur off district property or are unrelated to the district's activities.

**Additional Prohibited Behavior**

Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment or retaliation might still be unacceptable for the workplace or the educational environment. Demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics including, but not limited to, socioeconomic level, sexual orientation or perceived sexual orientation.

**Scouts BSA Equal Access Act**

As required by law, the district will provide equal access to district facilities and related benefits and services and will not discriminate against any group officially affiliated with the Scouts BSA, the Girl Scouts of the United States of America or any other youth group designated in applicable federal law.

**School Nutrition Programs**

No person shall, on the basis of race, color, national origin, sex, age or disability, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination under a school nutrition program for which the district receives federal financial assistance from the U.S. Department of Agriculture (USDA) Food and Nutrition Service. School nutrition programs include the National School Lunch Program, the Special Milk Program, the School Breakfast Program and the Summer Food Service Program.

**Interim Measures**

When a report is made or the district otherwise learns of potential discrimination, harassment or retaliation, the district will take immediate action to protect the alleged victim, including implementing interim measures. For example, the district may alter a class seating arrangement, provide additional supervision for a student or suspend an employee pending an investigation. The district will take immediate steps to prevent retaliation against the alleged victim, any person associated with the alleged victim, or any witnesses or participants in the investigation.

These steps may include, but are not limited to, notifying students, employees and others that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment or retaliation have occurred.

**Consequences and Remedies**
If the district determines that discrimination, harassment or retaliation have occurred, the district will take prompt, effective and appropriate action to address the behavior, prevent its recurrence and remedy its effects.

Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors or others who violate this policy may be prohibited from district property or otherwise restricted while on district property. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior.

Students, employees and others will not be disciplined for speech in circumstances where it is protected by law.

In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported immediately to the CD.

Remedies provided by the district will attempt to minimize the burden on the victim. Such remedies may include, but are not limited to: providing additional resources such as counseling, providing access to community services, assisting the victim in filing criminal charges when applicable, moving the perpetrator to a different class or school, providing an escort between classes, or allowing the victim to retake or withdraw from a class. The district may provide additional training to students and employees, make periodic assessments to make sure behavior complies with district policy, or perform a climate check to assess the environment in the district.

**Definitions**
Compliance Officer – The individual responsible for implementing this policy, including the acting compliance officer when he or she is performing duties of the compliance officer.

Discrimination – Conferring benefits upon, refusing or denying benefits to, or providing differential treatment to a person or class of persons in violation of law based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law, or based on a belief that such a characteristic exists.

Grievance – A verbal or written report (also known as a complaint) of discrimination, harassment or retaliation made to the compliance officer.

Harassment – A form of discrimination, as defined above, that occurs when the school or work environment becomes permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment.

Behaviors that could constitute illegal harassment include, but are not limited to, the following acts if based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law or based on a belief that such a

characteristic exists: graffiti; display of written material, pictures or electronic images; name calling, teasing or taunting; insults, derogatory remarks or slurs; jokes; gestures; threatening, intimidating or hostile acts; physical acts of aggression, assault or violence; theft; or damage to property.

Sexual Harassment – A form of discrimination, as defined above, on the basis of sex. Sexual harassment is unwelcome conduct that occurs when a) benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature; or b) the school or work environment becomes permeated with intimidation, ridicule or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the district's programs and activities or the conditions of employment. Sexual harassment may occur between members of the same or opposite sex. The district presumes a student cannot consent to behavior of a sexual nature with an adult regardless of the circumstance.

**Behaviors that could constitute sexual harassment include, but are not limited to:**

**1.** Sexual advances and requests or pressure of any kind for sexual favors, activities or contact.

2. Conditioning grades, promotions, rewards or privileges on submission to sexual favors, activities or

contact. 3. Punishing or reprimanding persons who refuse to comply with sexual requests, activities or

contact.

4. Graffiti, name calling, slurs, jokes, gestures or communications of a sexual nature or based on sex.

5. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching or rubbing.

6. Comments about an individual's body, sexual activity or sexual attractiveness.

7. Physical sexual acts of aggression, assault or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking) against a person's will or when a person is not capable of giving consent due to the person's age, intellectual disability or use of drugs or alcohol.

8. Gender-based harassment and acts of verbal, nonverbal, written, graphic or physical conduct based on sex or sex stereotyping, but not involving conduct of a sexual nature.

Working Days – Days on which the district's business offices are open.

**Compliance Officer**

The Board designates the following individual to act as the district's compliance officer:

Dr. John Finanne
Assistant Superintendent for Student Services
201 S. Holden St., Warrensburg, MO 64093
Phone: 660-747-7823 Fax: 660-747-9615 jfinnane@warrensburgr6.org

In the event the compliance officer is unavailable or is the subject of a report that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Dr. Steve Ritter
Superintendent
201 S. Holden St., Warrensburg, MO 64093
Phone: 660-747-7823 Fax: 660-747-9615 sritter@warrensburgr6.org

The compliance officer or acting compliance officer will:

1. Coordinate district compliance with this policy and the law.

2. Receive all grievances regarding discrimination, harassment and retaliation in the Warrensburg R-VI School District.

3. Serve as the district's designated Title IX, Section 504 and Americans with Disabilities Act (ADA) coordinator, as well as the contact person for compliance with other discrimination laws.

4. Investigate or assign persons to investigate grievances; monitor the status of grievances to ensure that additional discrimination, harassment and retaliation do not occur; and recommend consequences.

5. Review all evidence brought in disciplinary matters to determine whether additional remedies are available, such as separating students in the school environment.

6. Determine whether district employees with knowledge of discrimination, harassment or retaliation failed to carry out their reporting duties and recommend disciplinary action, if necessary.

7. Communicate regularly with the district's law enforcement unit to determine whether any reported crimes constitute potential discrimination, harassment or retaliation.

8. Oversee discrimination, harassment or retaliation grievances, including identifying and addressing any patterns or systemic problems and reporting such problems and patterns to the superintendent or the Board.

9. Seek legal advice when necessary to enforce this policy.

10. Report to the superintendent and the Board aggregate information regarding the number and frequency of grievances and compliance with this policy.

11. Make recommendations regarding changing this policy or the implementation of this policy.

12. Coordinate and institute training programs for district staff and supervisors as necessary to meet the goals of this policy, including instruction in recognizing behavior that constitutes discrimination, harassment and retaliation.

13. Periodically review student discipline records to determine whether disciplinary consequences are applied

uniformly. 14. Perform other duties as assigned by the superintendent.

**Public Notice**

The superintendent or designee will continuously publicize the district's policy prohibiting discrimination, harassment and retaliation and disseminate information on how to report discrimination, harassment and retaliation. Notification of the district's policy will be posted in a public area of each building used for instruction or employment or open to the public. Information will also be distributed annually to employees, parents/guardians and students as well as to newly enrolled students and newly hired employees. District bulletins, catalogs, application forms, recruitment material and the district's website will include a statement that the Warrensburg R-VI School District does not discriminate in its programs, services, activities, facilities or with regard to employment. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

**Reporting**

Students, employees and others may attempt to resolve minor issues by addressing concerns directly to the person alleged to have violated this policy, but they are not expected or required to do so. Any attempts to voluntarily resolve a grievance will not delay the investigation once a report has been made to the district.

Unless the concern is otherwise voluntarily resolved, all persons must report incidents that might constitute discrimination, harassment or retaliation directly to the compliance officer or acting compliance officer. All district employees will instruct all persons seeking to make a grievance to communicate directly with the compliance officer. Even if the suspected victim of discrimination, harassment or retaliation does not file a grievance, district employees are required to report to the compliance officer any observations, rumors or other information regarding actions prohibited by this policy. If a verbal grievance is made, the person will be asked to submit a written complaint to the compliance officer or acting compliance officer. If a person refuses or is unable to submit a written complaint, the compliance officer will summarize the verbal complaint in writing. A grievance is not needed for the district to take action upon finding a violation of law, district

policy or district expectations.

Even if a grievance is not directly filed, if the compliance officer otherwise learns about possible discrimination, harassment or retaliation, including violence, the district will conduct a prompt, impartial, adequate, reliable and thorough investigation to determine whether unlawful conduct occurred and will implement the appropriate interim measures if necessary.

**Student-on-Student Harassment**

Building-level administrators are in a unique position to identify and address discrimination, harassment and retaliation between students, particularly when behaviors are reported through the normal disciplinary process and not through a grievance. Administrators have the ability to immediately discipline a student for prohibited behavior in accordance with the district's discipline policy. Administrators will report all incidents of discrimination, harassment and retaliation to the compliance officer and will direct the parent/guardian and student to the compliance officer for further assistance. The compliance officer may determine that the incident has been appropriately addressed or recommend additional action. When a grievance is filed, the investigation and complaint process detailed below will be used.

**Investigation**

The district will immediately investigate all grievances. All persons are required to cooperate fully in the investigation. The district compliance officer or other designated investigator may utilize an attorney or other professionals to conduct the investigation.

In determining whether alleged conduct constitutes discrimination, harassment or retaliation, the district will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred and all other relevant information. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. If, after investigation, school officials determine that it is more likely than not (the preponderance of the evidence standard) that discrimination, harassment or other prohibited behavior has occurred, the district will take immediate corrective action.

**Grievance Process Overview**

1. If a person designated to hear a grievance or appeal is the subject of the grievance, the compliance officer may designate an alternative person to hear the grievance, or the next highest step in the grievance process will be used. For example, if the grievance involves the superintendent, the compliance officer may designate someone outside the district to hear the grievance in lieu of the superintendent, or the grievance may be heard directly by the Board.

2. An extension of the investigation and reporting deadlines may be warranted if extenuating circumstances exist as determined by the district's compliance officer. The person filing the complaint will be notified when deadlines are extended. If more than twice the allotted time has expired without a response, the appeal may be taken to the next level.

3. Failure of the person filing the grievance to appeal within the timelines given will be considered acceptance of the findings and remedial action taken.

4. To the extent permitted by law, the district will investigate all grievances, even if an outside enforcing agency such as the Office for Civil Rights, law enforcement or the CD is also investigating a complaint arising from the same circumstances.

5.The district will only share information regarding an individually identifiable student or employee with the person filing the grievance or other persons if allowed by law and in accordance with Board policy.

6. Upon receiving a grievance, district administrators or supervisors, after consultation with the compliance officer, will implement interim measures as described in this policy if necessary to prevent further potential discrimination, harassment or retaliation during the pending investigation.

**Grievance Process**

**1.** Level I – A grievance is filed with the district's compliance officer. The compliance officer may, at his or her discretion, assign a school principal or other appropriate supervisor to conduct the investigation when appropriate.

Regardless of who investigates the grievance, an investigation will commence immediately, but no later than five working days after the compliance officer receives the grievance. The compliance officer or designee shall conduct a prompt, impartial, adequate, reliable and thorough investigation, including the opportunity for the person filing the grievance and other parties involved to identify witnesses and provide information and other evidence. The compliance officer or designee will evaluate all relevant information and documentation relating to the grievance.

Within 30 working days of receiving the grievance, the compliance officer will complete a written report that summarizes the facts and makes conclusions on whether the facts constitute a violation of this policy based on the appropriate legal standards. If a violation of this policy is found, the compliance officer will recommend corrective action to the superintendent to address the discrimination, harassment or retaliation; prevent recurrence; and remedy its effects. If someone other than the compliance officer conducts the investigation, the compliance officer or acting compliance officer will review and sign the report. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the completion of the report, in accordance with law and district policy, regarding whether the district's compliance officer or designee determined that district policy was violated.

2. Level II – Within five working days after receiving the Level I decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the compliance officer’s decision to the superintendent by notifying the superintendent in writing. The superintendent may, at his or her discretion, designate another person (other than the compliance officer) to

review the matter when appropriate.

Within ten working days, the superintendent will complete a written decision on the appeal, stating whether a violation of this policy is found and, if so, stating what corrective actions will be implemented. If someone other than the superintendent conducts the appeal, the superintendent will review and sign the report before it is given to the person appealing. A copy of the appeal and decision will be given to the compliance officer or acting compliance officer. The person who initially filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the superintendent's decision, regarding whether the superintendent or designee determined that district policy was violated.

3. Level III – Within five working days after receiving the Level II decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the superintendent's decision to the Board by notifying the Board secretary in writing. The person filing the grievance and the alleged perpetrator will be allowed to address the Board, and the Board may call for the presence of such other persons deemed necessary. The Board will issue a decision within 30 working days for implementation by the administration. The Board secretary will give the compliance officer or acting compliance officer a copy of the appeal and decision. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and the alleged perpetrator will be notified in writing, within five working days of the Board's decision, in accordance with law and district policy, regarding whether the Board determined that district policy was violated. The decision of the Board is final.

**Confidentiality and Records**

To the extent permitted by law and in accordance with Board policy, the district will keep confidential the identity of the person filing a grievance and any grievance or other document that is generated or received pertaining to grievances. Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the CD and others when necessary to enforce this policy or when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The district will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with the Missouri Secretary of State's retention manuals and as advised by the district's attorney.

**Training**

The district will provide training to employees on identifying and reporting acts that may constitute discrimination, harassment or retaliation. The district will instruct employees to make all complaints to the district's compliance officer or acting compliance officer and will provide current contact information for these persons. The district will inform employees of the consequences of violating this policy and the remedies the district may use to rectify policy violations. All employees will have access to the district's current policy, required notices and complaint forms. The district will provide additional training to any person responsible for investigating potential discrimination, harassment or retaliation.

The district will provide information to parents/guardians and students regarding this policy and will provide age-appropriate instruction to students.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Conf. w/teacher, loss of privileges, poss. suspension, poss. contact LA | Play and group activities restricted up to 5 days, PC, poss. contact LA, poss. suspension | Up to 10 days suspension, PC, CWS, contact CO & LA, possible recommendation for LT suspension/expulsion | CWS, contact CO & LA, suspension up to 10 days, possible recommendation for LT suspension/expulsion, PC |
| Second | PC, loss of privileges, poss. poss.suspension, contact LA | PC, up to 3, counseling, contact LA, poss. suspension | Suspension up to 10 days, PC, contact LA, possible recommendation for LT suspension/expulsion | Suspension up to 10 days, possible recommendation for LT suspension/expulsion, PC, contact LA |
| Third | PC, time out of classroom, counseling, loss of privileges, poss. suspension, contact LA | PC, up to 10 days suspension, contact LA | 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA | 10 days suspension, poss. recommendation for LT suspension/expulsion, PC, contact LA |

**HAZING** – Board policy JFCG, in part notes: Hazing is any activity, on or off school grounds that a reasonable person believes would negatively impact the mental or physical health or safety of a student. Conduct prohibited by the policy includes, but is not limited to … threats of physical harm and infliction of physical or mental harm or humiliation. … Non-students who participate or enable the hazing of students may be excluded from attendance at school activities and school athletic events.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| | Same as Grades 9 - 12 | Same as Grades 9 - 12 | Same as Grades 9 - 12 | PC, up to 10 day suspension pending recommendation for LT suspension |

**INAPPROPRIATE USE OF MEDICATION** – Prescription or over-the-counter

Drugs, including prescription or over the counter or drug-like substances, including any represented to be drugs and any paraphernalia used for such purposes are prohibited on or in school property or, at school activities or events, or in any vehicle while being used to transport students for the school district. If in violation of this, one may be under the jurisdiction of the "Good Citizenship" Policy of the district.

Warning: Students should be aware that distribution of prescription medication to a person for whom the medication has not been prescribed may constitute a misdemeanor, even if the medication is not a "controlled substance," as that term is defined by law.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, poss. counseling intervention, poss. contact LA, possible 1 to 5 day suspension | PC, poss. counselor intervention, poss. contact LA, 1 to 5 days suspension | ~~For use or possession~~: Up to 10 days suspension, PC, contact LA, visit to counselor at student expense, possible recommendation for LT suspension/expulsion, may require counseling at student expense.<br><br>~~For sale, or distribution~~: Up to 10 days OSS, PC, contact LA, poss. recommendation for LT suspension/expulsion may require counseling at student expense. | For Use or Possession: Up to 10 days OSS, PC, report to LA, poss. drug/alcohol screen or visit to counselor at student expense, poss. LT suspension/expulsion, student could lose some extra-curricular eligibility<br><br>For Sale or Distribution: Up to 10 days OSS pending recommendation for LT suspension/expulsion, PC, contact LA |
| Second | PC, poss. counselor intervention, poss. contact LA, upto5 days suspension | PC, poss. counselor intervention, contact LA, up to 5 days OSS | 10 days OSS, PC, contact LA, poss. recommendation for LT suspension/expulsion. | For Use, Possession, Sale, Distribution: 10 day suspension pending recommendationfor LT suspension/expulsion, PC, contact LA |
| Third | Review of appropriate educational placement for student will be made | Review of appropriate educational placement for student will be made | 10 days OSS, contact LA, may require counseling at student expense, poss. recommendation for LT suspension/expulsion. | 10 day suspension pending recommendation for LT suspension/expulsion, PC, contact LA. |

**INSUBORDINATION** – Disobedience/unwillingness to submit to authority, refusal to respond to a reasonable request, or other situations in which a student is disobedient. This includes written or verbal intentions to deceive.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Possible PC, loss of privileges, poss. suspension | PC, loss of privileges | Up to 10 days suspension, PC | Up to 10 days suspension, PC |
| Second | PC, loss of privileges, poss. suspension, counseling | PC, staffing for development of behavior plan, loss of privileges counseling, ISS | Up to 10 days suspension, conference with parent/student/teacher required for re admittance, possible recommendation for LT suspension/expulsion | Up to 10 days suspension, conference with parent/student/teacher required for re admittance to class, possible LT suspension/expulsion |

**OBSCENE BEHAVIOR**

Language oractions,written or oral, physical, or electronic, in violation of community or school standards. This includes obscene language towards staff.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Poss. loss of privileges, poss. suspension, poss. counseling | Conf. w/teacher, poss. PC, loss of privileges | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion, poss. contact LA. | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion, poss. contact LA. |
| Second | PC, loss of privileges, poss. counseling, poss. contact LA, poss. suspension | PC, loss of privileges, poss. suspension | Up to 10 days OSS, PC, possible recommendation for LT suspension/expulsion, contact LA. | Up to 10 days OSS, PC, possible recommendation for LT suspension/expulsion, poss. contact LA |

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|---|---|---|---|---|
| Third | PC, loss of privileges, poss. contact LA, poss. counseling, suspension | Student and PC w/prin., initiate counseling or develop plan, poss. suspension, poss. contact LA | Up to 10 days OSS, PC for re admittance, poss. recommendation for LT suspension/expulsion, poss contact LA | Up to 10 days OSS, poss. recommendation for LT suspension/expulsion, poss. contact LA. |

| **Obscene behavior toward personnel** | | | | |
|---|---|---|---|---|
| First | Conf. w/teacher or prin., PC, loss of privileges | Conf. w/teacher & prin., poss. PC, loss of privileges | Up to 10 days suspension, PC w/prin. and teacher, possible recommendation for LT suspension/expulsion, contact LA | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion |
| Second | PC, loss of privileges, counseling, poss. suspension | Suspension up to 3 days, w/conf. parent/teacher and student, staffing to develop a plan | Up to 10 days suspension, PC for re admittance, poss. recommendation for LT suspension/expulsion, contact LA | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion |
| Third | PC, loss of privileges, counseling, poss. suspension | Suspension up to 5 days, w/conf. parent/teacher and student, staffing to develop a plan | Up to 10 days suspension, PC for re admittance, poss. recommendation for LT suspension/expulsion, contact LA | Up to 10 days suspension, PC, possible recommendation for LT suspension/expulsion |

**PersonalDeviceMisuse**

Inappropriate use or possession of electronic personal communication devices—including cell phones, earbuds, headphones, smartwatches, and similar items that are used to initiate, receive, store, or view communication, information, images, or data electronically.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Verbal warning from teacher, teacher conferences with the student, and contacts parents/guardians | verbal warning from teacher, teacher conferences with the student, and contacts parents/guardians. | Loss of privilege for the day (student takes it to the office) parent contact, device returned to student at the end of the day. | Warning, conf. w/ teacher, PC. |

| | | | | |
|---|---|---|---|---|
| Second | Administration contacts parents/guardians, the device is left in the office for the remainder of the day, the student collects the device at the end of the day. | administration contacts parents/guardians, the device is left in the assistant principal's office for the remainder of the day, the student collects the device at the end of the day. | Loss of privilege (student takes device to the office), lunch detention, parent contact, device returned at the end of the day. | Office referral, amin. PC, device confiscation and device returned at the end of the day. |
| Third | Administration contacts parents/guardians, the device is left in the office for the remainder of that day, the student collects the device at the end of the day. Student will bring the device to the office each day going forward to be left there until the end of the day. | administration contacts parents/guardians, the device is left in the assistant principal's office for the remainder of that day, the student collects the device at the end of the day. Student will bring the device to the office each day going forward to be left there until the end of the day. | Loss of privilege for 2 weeks (student turns device into the office each morning), parent contact, device returned to the student at the end of each day. | Third and subsequent offenses:<br>PC, up to 10 days ISS, device confiscation and returned to parent or guardian. |

**PHYSICALLYENDANGERINGBEHAVIOR**

Confrontation, tussle, or physical aggression that does not result in injury.

Pushing, shoving, spitting, punching (not in anger), tripping or behavior that may or may not cause harm to oneself or another individual.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Loss of privileges, poss. PC, poss. ISS, poss. suspension | Same as K-2 | Up to 5 days suspension, PC | Up to 5 days suspension, PC |
| Second | Loss of privileges, poss. PC, poss. ISS, poss. suspension, development of safety/behavior plan. | Same as K-2 | Up to 10 days suspension, PC | Up to 10 days suspension, PC |

| | | | | |
|---|---|---|---|---|
| Third | Loss of privileges, poss. PC, poss. ISS, poss. suspension, review safety/behavior plan. | Same as K-2 | Up to 10 days suspension, PC | Up to 10 days suspension, PC |

**ROBBERY**

The taking of, or attempting to take, anything of value that is owned by another person or organization under confrontational circumstances by force or threat of force or violence and/or by putting the victim in fear. A key difference between robbery and theft is that the threat of physical harm or actual physical harm is involved in a robbery.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, privileges removed, counseling initiated | PC, up to 5 days ISS, poss. contact LA | PC, up to 10 days suspension, contact LA, possible recommendation for LT suspension/expulsion | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA |
| Second | Same as 1, suspension, contact LA | PC, up to 10 days suspension, contact LA | PC, up to 10 days OSS, poss. recommendation for LT suspension/expulsion, contact LA | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA |

**SCHOOLTHREAT**

Any threat (verbal, written, or electronic) by a person to bomb or use of other substances or devices for the purpose of exploding, burning, causing damage to a school building or school property, or to harm students or staff.
Setting off alarm when there is no cause to do so, including fire alarms, 911 calls, bomb threats, or other acts causing evacuation of the building which endangers the welfare of students.

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC, privilegesremoved, counseling initiated, poss. contact LA. | PC, up to 5 days ISS, poss. contact LA | PC, up to 10 days suspension, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |

| | | | | |
|---|---|---|---|---|
| Second | Same as 1, suspension, contact LA | PC, up to 10 days suspension, contact LA | PC, up to 10 days OSS, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. | Up to 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |

**THEFT**

Stealing personal or school property. The unlawful taking of property belonging to another person or are in possession of stolen property without threat, violence or bodily harm. Includes electronic theft. Identification theft will be reported to law enforcement

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | PC including student, poss. contact LA, restitution, poss. counselor contact for intervention plan, loss of privileges. | Same as K-2. | PC, up to 5 days suspension, restitution, contact LA, if arrangements cannot be made for return or replacement, the case will be turned over to law enforcement officials. | First and subsequent offense:<br><br>Up to 10 days suspension, PC, restitution, poss. recommendation for LT suspension/expulsion, contact LA, if arrangements cannot be made for replacement or return of items, the case will be turned over to Law Enforcement official. |
| Second | Contact LA, PC including student, up to 5 days ISS, restitution, poss. contact counselor, loss of privileges | Same as K-2. | PC & student w/prin., up to 10 days suspension, restitution, contact LA, possible recommendation for LT suspension/expulsion, if arrangements cannot be made for return or replacement, the case will be turned over to law enforcement officials. | |
| Third | PC including student, poss. suspension, restitution, contact counselor, contact LA | Same as K-2. | PC & student w/prin., up to 10 days suspension, restitution, contact LA, poss. recommend for LT suspension/expulsion. If arrangements cannot be made for return or replacement, the case will be turned over to Law Enforcement officials. | |

**THREATS/INTIMIDATION**

Physical, verbal, written, or electronic action which immediately creates fear or harm, without displaying a weapon and without subjecting the victim to actual physical attack. Intentionally placing individuals in a situation where mental or physical harm can take place. This may include verbal, written or physical aggression, harassment via insults, sexual innuendos, or verbally provoking a fight. Communication or actions indicating further actions of a threatening nature may take place at a later time. A student commits the offense of **deceiving** if they do one of the following: withholds information of an offense, withholds or conceals evidence of an offense, provides false declarations or statements in an effort to prevent the discovery of a perpetrator, tampers with evidence of an offense, or attempts to tamper with or intimidate any witness to an offense.

*Threats of a serious nature may result in a recommendation for long term suspension or expulsion.*

| Offense | Grades K-2 | Grades 3-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|---|---|
| First | Conf. w/teacher, restrict or loss of privileges, PC, poss. contact LA | Play and group activities restricted up to 5 days, PC, poss. contact LA, poss. suspension | Up to 10 days suspension, PC, CWS, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | Suspension up to 10 days, PC, possible recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |
| Second | PC, restrict or loss of privileges, poss. contact LA, poss. suspension | PC, counseling, contact LA, poss. suspension | Suspension up to 10 days, PC, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | Suspension up to 10 days, PC, possible recommendation for LT suspension/expulsion, contact of LA, may require counseling at student expense. |
| Third | PC, poss.suspension, counseling, restrict or loss of privileges, contact LA | PC, up to 10 days suspension, contact LA | 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. | 10 days suspension, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |

**Threat/Intimidation of personnel**

Physical, verbal, written, orelectronic action which immediately creates fear or harm, without displaying a weapon and without subjecting the victim to actual physical attack. (Same as above in Threat/Intimidation). Threats of a serious nature may result in a recommendation of a long term suspension or expulsion.

| Offense | Grades K-2 | Grades 3 - 5 | Grades 6 - 8 | Grades 9 - 12 |
|---|---|---|---|---|
| First | Conf. w/teacher, poss. suspension, poss. contact LA | ISS up to 3 days, PC, develop intervention plan w/counselor | Up to 10 days suspension, PC, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. | Up to 10 days OSS, PC, contact LA, possible recommendation for LT suspension/expulsion, may require counseling at student expense. |
| Second | PC, poss. contact LA, poss. suspension, poss. counseling | Up to 5 days suspension, modify plan, PC for re admittance | Up to 10 days OSS, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. | 10 days OSS, PC for re-admittance to school, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |
| Third | Suspension, PC, poss. counseling, contact LA | Suspension up to 5 days, PC, develop plan with counselor, poss. recommendation for LT, contact LA | Up to 10 days OSS, PC, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. | 10 days OSS, PC for re-admittance to school, poss. recommendation for LT suspension/expulsion, contact LA, may require counseling at student expense. |

**TOBACCO**

Possession,use, distribution, or sale of tobacco products. Products may include but are not limited to cigarettes, cigars, chewing tobacco, snuff, matches, lighters, electronic cigarettes, vaping products or similar items, and look alike items.

| Offense | Grades K-2 | Grades 3 - 5 | Grades 6 - 8 | Grades 9 - 12 |
|---|---|---|---|---|
| First | Products taken from student, PC | PC, products taken from student, PC, loss of privileges | Up to 5 days suspension, PC. | Up to 5 days suspension, PC, and confiscation. |

| | | | | |
|---|---|---|---|---|
| Second | Products taken, PC, poss. loss of privileges, poss. suspension | Products taken, PC, up to 3 days suspension | Up to 10 days suspension, PC. | Up to 10 days suspension, PC, and confiscation. |
| Third | Products taken, PC, poss. loss of privileges, poss. suspension | Products taken, up to 3 days OSS, PC | Up to 10 days suspension, PC. | Up to 10 days suspension, PC, and confiscation. |

**VANDALISM** – Damage to school or personal property
Willful destruction or defacement (including attempts) of school or personal property.

| Offense | Grades K-2 | Grades 3 - 5 | Grades 6 - 8 | |
|---|---|---|---|---|
| First | Restitution, conf. w/teacher & prin., PC, loss of privileges, poss. contact LA | Restitution, PC, poss.suspension, poss. contact LA | PC, up to 5 days suspension, restitution, poss. contact LA | Up to 10 days suspension, PC, student (parents) assume cost and/or labor of repair, poss. LT suspension/expulsion, contact LA |
| Second | Conf. w/teacher/prin., PC, loss of privileges, restitution, poss. contact LA | Restitution, PC, poss.suspension, poss. contact LA | Restitution, up to 10 days OSS, poss. recommendation for LT suspension/expulsion, contact LA, PC. | Up to 10 days suspension PC, student (parents) assume cost and/or labor of repair, poss. LT suspension/expulsion, contact LA |

**WEAPONS - POSSESSION, USE, OR ATTEMPTED USE**

**THE SAFE SCHOOLS ACT OF 1996** states: **"WEAPON"** shall mean a **"FIREARM"** as defined under 18 U. S. C. 921, and the following items as defined in section 571.010, RSMo are considered by the Warrensburg R-VI School District as

**CATEGORY I WEAPONS** : a blackjack, a concealable firearm, an explosive weapon, a firearm, a firearm silencer, a gas gun, a knife, knuckles, a machine gun, a projectile weapon (including bows, arrows, pellet guns, sling shots, paintball guns), a rifle, a shotgun, a spring gun, mace, or a switchblade knife. In addition, other items considered by the District to be weapons, classified as **CATEGORY II WEAPONS:** poisons; nunchucks, throwing stars or other devices that could be used as a weapon to threaten others. Other items which will be viewed as weapons and designated **CATEGORY III WEAPONS** include: fireworks,

firecrackers andsmoke bombs, throwing darts, laser pointers, nuisance items and toys, unauthorized tools, etc. **Note: Any knife is classified as a Category I Weapon regardless of blade length.**

Policy - All weapons or instruments that have the appearance of a weapon are prohibited within all school environments and the school zone, except for educational purposes as authorized in advance by the building principal or designee. These environments include, but are not limited to district-owned buildings, leased or rented facilities; school sponsored activities; field trips; school vehicles and buses; and any school bus stops. This policy is in effect before, during and after school.

Student Reporting - Students who see or become aware of a weapon in school must not touch it or remain in its presence. Notify an adult immediately. Exceptions - Pursuant to Missouri Statutes exemptions are granted to licensed peace officers, military personnel or students participating in military training while performing official duties; school district approved firearm safety courses; school-district approved possession and use of dangerous weapons by a ceremonial color guard; school-district approved gun or knife shows; school district approved possession and use of starter guns for athletic contests.
Development of Plan - In certain instances, indicated by "Dev plan" in the consequence section below, a PC and student must occur to establish a written plan for the student's continuation in school. Some modification of the terms of the suspension may also be warranted at this time.

| Grades K - 2 | Grades 3 - 12 |
|---|---|
| **Category I - Firearm loaded or unloaded - Use, Attempted Use or Possession**<br>Contact LA, confiscate weapon,10OSSdays duringwhich areferral will be filed with the superintendent for a hearing, which may result in a long term suspension or expulsion.<br><br>**Category I - Non-Firearm - Use, Attempted Use or Possession** Contact LA, confiscate weapon, 10 OSS days during which a referral will be filed with the superintendent for a hearing, which may result in a long term suspension or expulsion.<br><br>**Category II - Possession**<br>Confiscate object,PC,suspension up to 10 days, poss. contact LA, counseling<br><br>**Category II - Use or Attempted Use**<br>Confiscate object,PC,poss.suspensionup to 10 days, contact LA, loss of privileges, counseling<br><br>**Category III – Possession, Use or Attempted Use**<br>Confiscate object,PC,poss.suspensionupto10days, loss of privileges, counseling, contact LA | **Category I -- Firearm, loaded or unloaded – Use, Attempted Use or Possession**<br>Contact LA, confiscate weapon, 10 days OSS, and notify the superintendent pending recommendation for a long-term suspension or expulsion.<br><br>**Category I - Non-Firearm-Use, Attempted Use**, or Possession Contact LA, confiscate weapon, 10 days OSS, and notify the superintendent pending recommendation for a long-term suspension or expulsion.<br><br>**Category II - Possession**<br>Confiscateobject,suspension up to 10 days, PC, contact LA, Dev. Plan.<br><br>**Category II - Use or Attempted Use**<br>Confiscateobject, suspension upto10days, PC, recommendation LT or expulsion, or Dev Plan, poss. contact LA<br><br>**Category III – Possession, Use, or Attempted Use**<br>Confiscateobject,PC,suspensionupto10days,loss of privileges, contact LA |