

# Mott/Regent Public Schools

## Student Handbook 2020-2021

*Home of the Wildfire*

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## **Mott/Regent High School 2020-2021 School Calendar**

Aug. 19	Teacher In-service
Aug. 20	First Day of School
Sept. 4	No School – Teacher Professional Development
Sept. 7	Labor Day*
Sept. 24	P-T Conferences 3:30 – 9:00
Oct. 18	End of 1 <sup>st</sup> Quarter
Oct. 22-23	NDCEL Convention*
Oct. 26	No School – Teacher Professional Development
Nov. 11	Veteran’s Day Observed*
Nov. 26	Thanksgiving*
Nov. 27	P/T Conference Day Observed – No School
Dec. 3 & 7	K-6 & 7-12 Music Concerts
Dec. 18-22	Semester Tests
Dec. 23-Jan. 3	Holiday Break*
Jan. 3	End of 2 <sup>nd</sup> Quarter/1 <sup>st</sup> Semester
Jan. 4	School Resumes
Jan. 18	No School – Teacher Professional Development
Feb. 4	P-T Conferences 3:30 – 9:00
Feb. 5	No School – Teacher Professional Development
Feb. 15	Presidents’ Day**
Mar. 7	End of 3 <sup>rd</sup> Quarter
Mar. 12	P/T Conference Day Observed
Mar. 18-19	No School – Spring Break
Mar. 25	Elementary Family Fun Night
Mar. 26	No School – Teacher Professional Development
Apr. 1	No School – Storm day
Apr. 2	Good Friday*
Apr. 5	Easter Monday**
Apr. 22	K-6 Spring Concert
Apr. 30	No School – Teacher Professional Development
May 18-21	Semester Tests
May 21	End of 4 <sup>th</sup> Qtr/2 <sup>nd</sup> Sem-Last Day of School
May 23	Graduation 2 PM

\*No School

\*\* No School – Storm Day if needed

# Mott/Regent High School 2020-2021 Sports Calendar

\*All games, dates and times are subject to change. Please see school website for updates.

## 2020 Varsity Football Schedule

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Aug 120	First Day of Practice	TBA
Aug 21	Vs Lemmon @ New England	7:00 MT
Aug 28	@. Hettinger-Scranton @ Scranton	7:00 MT
Sept 4	Vs Grant Co/Flasher	6:00 MT
Sept 11	@ Strasburg-Zeeland HC	6:00 MT
Sept 18	Vs South Border (Wishek) (Homecoming)	6:00 MT
Sept 25	@ Kidder County	6:00 MT
Oct 2	Vs Linton	6:00 MT
Oct 9	@ Napoleon	6:00 MT
Oct 16	Vs Beach (Parent's Night)	7:00 MT
Oct 24	First Round Playoffs	TBA
Oct 31	Quarter Finals	TBA
Nov 7	Semi Finals	TBA
Nov 164	Dakota Bowl (Fargo)	TBA

## 2020 JH/JV Football Schedule

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Aug 10	First Day of Practice	TBA
Aug 24	JH/JV Jamboree @ Elgin	4:00 MT
Aug 31	JH/JV Vs Grant County-Flasher @ Elgin	4:00 MT
Sept 8	JH vs Heart River @ Belfield	4:00 MT
Sept 14	JH/JV Jamboree in Mott	4:00 MT
Sept 21	JH JV @ Beach	4:00 MT
Sept 28	JH/JV vs Hettinger-Scranton @ New England	4:00 MT
Oct 5	JH/JV vs Grant County-Flasher	4:00 MT
Oct 8	JH vs Lemmon	5:00 MT

## 2020 Volleyball Schedule (ABC)

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Aug 17	First Day of Practice	3:30
Aug 29	Var Tourney @ Killdeer	TBA
Sept 1	Vs Flasher (ABC)	4:30 MT
Sept 3	Vs Trinity (ABC)	4:00 MT
Sept 8	Vs. Grant County (ABC)	4:30 MT
Sept 10	Vs McIntosh (AB)	5:30 MT
Sept 14	@ Bison (ABC)	5:00 MT
Sept 15	Vs. Lemmon (AB)	5:30 MT
Sept 17	@ Beulah (ABC)	3:30 MT
Sept 19	JV Tourney @ Richardton	TBA

### **2020 Volleyball Schedule (ABC) Continued...**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Sept 29	Vs. Richardton/Taylor (ABC)	4:30 MT
Oct 1	@ Beach (ABC)	4:00 MT
Oct 6	@ Hazen (ABC)	3:30 MT
Oct 8	Vs Bowman Conty (ABC)	4:30 MT
Oct 13	@ Glenn Ullin-Hebron (AB) @ Hebron	5:00 MT
Oct 15	Vs. Heart River (ABC)	4:00 MT
Oct 20	@ Hettinger/Scranton (ABC) @ Hettinger	4:30 MT
Oct 26	@ Killdeer (ABC)	4:00 MT
Oct 29	@ Standing Rock (ABC)	3:30 MT
Nov 2	Vs New England (ABC) (Parent's Night)	4:30 MT
Nov 3	@ New Salem/Almont (ABC)	4:00 MT
Nov 6	Regional Play-In Game (TBA)	TBA
Nov 9, 10, 12	Regional Tournament @ Hazen	TBA
Nov 19-21	State Tournament @ Fargo	TBA

### **2020 JH Volleyball Schedule**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Aug 17	First Day of Practice	TBA
Sept 5	Vs Hettinger/Scranton	10:00 MT
Sept 8	Vs Grant County	3:30 MT
Sept 10	@ Richardton/Taylor @ Taylor	4:30 MT
Sept 17	Vs Heart River	4:00 MT
Sept 21	Vs New England	4:00 MT
Sept 28	Vs Hettinger/Scranton Jamboree @ Reeder	4:00 MT
Sept 29	@ Heart River @ South Heart	4:30 MT
Oct 3	@ Heart River Tournament	TBA
Oct 5	@ New England	5:30 MT
Oct 6	Vs Richardton/Taylor	4:00 MT
Oct 12	@ Grant County @ Elgin	4:00 MT

### **2020-21 Girls Basketball Schedule (AC)**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Nov 16	First Day of Practice	TBA
Dec 4	@ McLean County Shootout @ Underwood (A)	4:30 MT
Dec 5	@ McLean County Shootout @ Underwood (A)	2:00 MT
Dec 8	@ New Salem-Almont Tournament	5:00 MT
Dec 10	@ New Salem-Almont Tournament	TBA
Dec 12	@ New Salem-Almont Tournament	TBA
Dec 17	Vs Grant County (AC)	5:30 MT
Dec 19	Vs Lemmon (AC)	1:00
Jan 2	@ Hazen (AC)	1:00 MT
Jan 5	@ Dickinson Trinity (AC)	4:00 MT
Jan 7	Vs New England (AC)	5:00 MT

### **2020-21 Girls Basketball Schedule (AC) Continued...**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Jan 9	@ Flasher (AC)	2:00 MT
Jan 11	Vs New Salem (AC)	4:30 MT
Jan 14	Vs Glen Ullin-Hebron (AC)	5:00 MT
Jan 16	Vs Washburn (AC)	1:00 MT
Jan 21	@ Bowman County (AC)	5:30 MT
Jan 28	Vs Killdeer (AC)	5:00 MT
Jan 29	@ Richardton/Taylor (AC)	5:00 MT
Feb 1	Vs Beach (AC)	5:00 MT
Feb 4-6	@ Grant County Tournament (B)	TBA
Feb 11	Vs Hettinger Scranton (AC)	5:30 MT
Feb 13	@ Heart River (AC)	1:00 MT
Feb 16	Vs Beulah (AC)	5:00 MT
Feb 19	Regional Play-In Game (TBA)	TBA
Feb 22-23, 25	Regional Tournament @ Trinity	TBA
Mar 4-6	State Tournament @ Minot	TBA

### **2020 JH Girls Basketball Schedule**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Nov 2	First Day of Practice	3:30 MT
Nov 10	Vs Grant County	4:00 MT
Nov 14	@ Bowman County	10:00 MT
Nov 17	Vs Richardton/Taylor	4:00 MT
Nov 19	Vs Heart River	4:00 MT
Nov 23	@ Heart River @ South Heart	4:00 MT
Nov 24	Vs Hettinger/Scranton	4:00 MT
Dec 1	@ New England	5:30 MT
Dec 4	@ Richardton/Taylor @ Taylor	4:30 MT
Dec 8	@ Hettinger/Scranton @ Reeder	4:30 MT
Dec 11	@ Grant County	5:00 MT
Dec 12	Vs Bowman County	10:00 AM MT
Dec 14	Vs New England	4:00 MT
Dec 18	@ Heart River Tournament	TBA
Dec 19	@ Heart River Tournament	TBA

### **2020-21 Boys Basketball Schedule (ABC)**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Nov 30	First Day of Practice	TBA
Dec 17	@ Flasher (ABC)	3:30 MT
Dec 19	Vs Lemmon (AB)	2:30 MT
Dec 22	@ New Salem (ABC)	3:30 MT
Dec 28-30	@ Mandan Holiday Tournament (A)	TBA
Jan 2	@ Glen Ullin/Hebron (ABC) @ Glen Ullin	3:00 MT
Jan 5	Vs Harding County (AB)	5:30 MT
Jan 9	McLean Shootout vs Center/Stanton (A)	TBA

### **2020-21 Boys Basketball Schedule (ABC) Continued...**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Jan 12	@ Killdeer (ABC)	4:00 MT
Jan 16	Vs. Washburn (AB)	2:30 MT
Jan 19	Vs. Grant County (AB JH)	3:30 MT
Jan 22	@ Vs Bowman County	4:00 MT
Jan 26	Vs Hazen (ABC)	3:30 MT
Jan 28	@ Heart River Tournament (B)	TBA
Jan 30	@ Heart River Tournament (B)	TBA
Feb 2	@ Beach (ABC)	4:00 MT
Feb 5	@ New England (AB)	5:30 MT
Feb 9	Vs Dickinson Trinity (ABC)	3:30 MT
Feb 12	@ Beulah (ABC)	3:00 MT
Feb 13	@ Heart River (AB)	1:00 MT
Feb 13	@ Dickinson Trinity Jamboree (C)	TBA
Feb 18	@ Hettinger/Scranton @ Scranton (ABC)	4:00 MT
Feb 26	Vs. Richardton/Taylor (ABC)	4:00 MT
Mar	Regional Play-In Game (TBA)	TBA
Mar 8, 9, 11	Regional Tournament @ Trinity	TBA
Mar 18-20	State Tournament @ Minot	TBA

### **2020-21 JH Boys Basketball Schedule**

<b>Date</b>	<b>Opponent</b>	<b>Time</b>
Nov 9	First Day of Practice	3:30 MT
Nov 23	@ Heart River	4:00 MT
Nov 23	@ Hettinger/Scranton @ Reeder	4:30 MT
Dec 1	@ Bowman County	4:00 MT
Dec 8	Vs Heart River	4:00 MT
Dec 11	Vs Hettinger/Scranton	4:00 MT
Dec 12	Vs Bowman County	12:00 MT
Dec 14	@ New England	5:30 MT
Dec 18	@ Bowman County Tournament	4:00 MT
Dec 19	@ Bowman County Tournament	9:00 MT
Jan 4	@ Grant County	4:00 MT
Jan 7	@ Grant County	4:00 MT
Jan 8	@ Dickinson Trinity	4:00 MT
Jan 12	Vs Dickinson Trinity	4:00 MT
Jan 19	Vs Grant County	3:30 MT

## **Mission Statement**

Mott Regent Public School will inspire lifelong learning for all students and staff creating a safe, positive, and caring atmosphere.

## **Motto:**

**Every Student, Every Moment, Every Day**

## **Right to Education/Non Discrimination**

The Mott/Regent Public School District is in compliance with Chapter 15-59 of the North Dakota Century Code and supports the provisions of Title IX of the Educational amendments of 1972, Title VI of the Civil Rights Act of 1963, and section 504 of the Rehabilitation Act of 1973 which commit all schools to the elimination of discrimination on the basis of race, color, national origin, sex, and handicap to those programs and activities offered to its students. It is the expressed intent of the Mott/Regent School District to provide equal opportunity for all students, free from limitations of race, color, national origin, sex and handicap.

This concept of Equal Educational opportunity will serve as a guide to the governing board, the administration and staff in making decisions relating to the employment of personnel, school facilities, curriculum, activities and regulations affecting students and employees.

Inquiries regarding compliance **and reporting complaints regarding discrimination and harassment issues** with Title IX and Section 504 may be directed to Willie Thibault, Superintendent, RR 1 Box 227, Mott, ND 58646; telephone 824-2249.

## **Objectives**

1. To maintain a respective relationship between faculty and student.
2. To provide students the opportunity to meet basic educational requirements, including vocational and technical training.
3. To help each student develop his abilities and interests through academics and extracurricular activities.
4. To help students develop process orientated skills, such as communication, caring, and decision making.
5. To help students understand and practice the principles of democracy.
6. To recognize the right to an education regardless of race, color, creed, or handicapping condition.
7. To aid the community through adult education.

## Academic Load

Students may not have more than one study hall and 1 study hall/lunch per day. All Students must sign up for at least six (6) classes. Students who chose to take a zero hour or ninth hour class will be given an additional study hall. If there are no study halls on the schedule for students to take, then their PRIDE period will be considered their study hall.

## Policy Relating to Participation in Graduation Exercises

Requirements for graduation from Mott/Regent High School includes the following.

1. Students will need 22 units of credit.
2. Such credits shall include:
  - a. 4 units of English Language Arts
  - b. 3 units of Math
  - c. 3 units of Social Studies
  - d. 3 units of Science
  - e. 1 unit of Physical Education/Health.
  - f. 3 units of Foreign Languages, Native American Languages, Fine Arts, or Career and Technical Education courses
  - g. One semester each of Independent Living and Finance (Seniors)
  - h. Any 4 additional units of credits
3. No student who has not met all requirements as prescribed for the high school diploma shall participate in the commencement-graduation exercises.

## Honor Policy

At the end of each nine-week period, an Honor Roll will be published.

Honor Roll    3.00-3.49 Honors    3.50-4.00 High Honors

### GPA & Grade Point System

A	4.00	94-100	C	2.00	80-82
A-	3.67	92	C-	1.67	77-79
B+	3.33	91-92	D+	1.33	75-76
B	3.00	87-90	D	1.00	72-74
B-	2.67	85-86	D-	0.67	70-71
C+	2.33	83-84	F	0.00	69 and below

All classes are used in determining the honor roll.



## **Report Cards**

Report cards will be issued at the end of each nine (9) week period. Parent/Student/Teacher conferences will take place after the first and third nine week period is completed. Progress reports will be mailed to the parents during the fifth week of the grading period.

## **Online Classes**

Online classes are a great way to enhance or help a student get ahead or recover credit. With that being said, Mott/Regent Public School employs classroom teachers and they should be the first option when scheduling classes. The district utilizes Odysseyware for its online classes for cases of recovery, scheduling conflict, or to offer a class to a student that we don't offer through a staff member or on ITV. The student also has the option of using the North Dakota Center for Distance Education.

## **Student Conduct**

All students will be treated firmly, fairly, consistently, and equally. Various acts of misconduct will be dealt with on an individual basis, depending upon the nature of the offense and the past record of the students. Violation may result in detention, suspension, or expulsion. In all cases of suspension, parents will be notified. Included is the possession and/or use of tobacco (including smokeless tobacco), alcoholic beverages or drugs.

## **Tardiness**

Excessive tardiness will result in detention and/or suspensions. Students will be required to serve a 1/2 hour detention for every unexcused tardy beginning with the third one of the year. If a student is more than 15 minutes late for a class they will be marked absent.

## **Passes**

Students must obtain a pass and sign out in the office if they are to leave the building during school hours. Students are not permitted in the halls during class periods unless they have their planner.

## **Lockers**

Metal lockers provided by the school. Each student is assigned a locker.

1. Students must use the locker assigned.
2. Money and valuables must not be left in lockers.
3. Lockers must be kept in order.
4. Ownership and control of all lockers shall, at all times, be retained by the school.
5. Searches may be conducted by the administration in order to protect the health, safety, and welfare of students, faculty, school property and educational process.
6. Students should only use masking tape to attach items to their locker; no scotch tape is allowed

## **Fire Drills**

Fire drills will be held regularly as required by law. These drills are important and should be taken seriously. Be orderly, pass quietly, and quickly. A list of proper exits will be posted in each classroom.

## **Tornado Drills**

Students are to leave the classroom, head to the designated area of the girls locker room or the bathrooms by the gym, kneel down and take cover facing the wall.

## **Hot Lunch**

Students are encouraged to participate in the program. All students are expected to throw garbage into the disposal and leave their places at the table clean. Grades 7-12 are not allowed to leave the building during the lunch break.

Applications for Free or Reduced Meals can be picked up in the office at any time.

## **Library**

Students may use the library to research, read magazines, or check out materials. Fines will be levied for overdue materials.

## **Extra-Curricular Activities**

All individuals must have a physical exam every year. This form needs to be filled out and turned in before he/she reports for any practice.

All rules and regulations of North Dakota High School Activities Association shall be followed. Advisors and/or coaches will inform all participants of the NDHSAA and organizations rules.

To remain eligible, students in grades 7-12 may not be failing any subjects. Grades will be turned in to the administration every Wednesday beginning with the second Wednesday of the nine-week period. A student's ineligibility will be in effect from the following Thursday through Wednesday. The ineligible student may attend practices but not participate in competition or performances during the week. Ineligible students may not ride with the team to a contest if the bus leaves during school hours.

All students must ride in the vehicle assigned by the supervisor. Students will be released only if they agree to follow the transportation rules as stated in the Extracurricular Policy. Any violation of the travel rule results in expulsion from the team/organization, and/or suspension from school.

Students are encouraged to participate in activities such as: FFA, FBLA, football, basketball, track, speech, chorus, band etc.

All students and a parent/guardian must attend an Extracurricular Policy Informational Meeting prior to the first competition. Students and parents must sign an agreement form before he/she is allowed to compete.

### **Personal Appearance**

The responsibility for neatness, grooming, and appropriate dress shall rest with the students. T-shirts with writing on them must be in good taste. NO T-shirts with tobacco or alcohol logos or writing will be allowed. Students are expected to remove all hats, caps, etc. while in the school building, including after school hours. Shorts and skirts are allowed however, if a student's fingers, while at their side reach past the end of the shorts or skirt then the student will be asked to change.

### **Personal Leave**

All seniors will be given one personal leave day per school year. Students who maintain a 3.25 average will be given an additional personal day. Students must pick up a make-up slip and get approval from administration prior to taking personal leave. If the student fails to get prior permission, he/she will be counted as taking an unexcused absence. Leave time must be used arranged with administration prior to finals week.

## **ATTENDANCE POLICY RULES & REGULATIONS**

Regular school attendance is essential if students are to gain the maximum benefits offered by the school. Parents or guardians should inform the school before 9:00 AM if their child will be absent or late for school and indicate the reason for the absence or tardiness. Excessive absence may result in loss of academic credit because of lost time to learn in the classroom; therefore, absences shall be held to a minimum.

- A. When a student has been absent 10 days in a semester, the principal will send a notice to the student's parents or guardians and the student may not receive credit for the semester or years' classes. (Extenuating circumstances will be considered.)

To receive credit, the student must make arrangements with the teacher to make amends for the absences. Possible amends include making up the time hour for hour, or working out another arrangement with the teacher. If the principal does not deem credit should be received, the student and parents would then be allowed to plead the case with the superintendent. If the superintendent does not deem credit should be received, the student and parents may appear before the school board at a regular or special session and plead the case of the absences. If the reasons in the opinion of the Board are not sufficient to warrant the absences, the student will not receive credit or advance to the next grade level.

- B. A student given an out of school suspension is considered absent and those days will accumulate in the general attendance.

- C. Students missing classes because of bus problems or as members of school-sponsored activity would not be counted absent.
- D. Attendance in school the day of an extracurricular activity (practice, actual events) is required unless approval has been given by the administration. A student can miss two class periods (2 hours) and still practice or play in a contest if the absences are excused.
- E. Unexcused Absences: An unexcused absence from school or class is an absence for reasons other than approved by the principal/office or about which the parents have no knowledge. A student receiving an unexcused absence will be required to make-up all time missed.
- F. Suspected violations of the compulsory attendance law shall be investigated in accordance with law. When a compulsory attendance violation is substantiated, school administration shall comply with reporting requirements under law.

**Test Exemption**

All students, grades 7-12, must take their first semester tests. No test exemptions are given to students enrolled in ITV courses. Students may be exempt from second semester tests, if they meet the following stipulations.

1. The student does not fail the third or fourth quarter.
2. The student meets the attendance for the year and GPA requirements below for semester 2.
3. The student has a 93% or higher average in the class for the semester grade.

<u>Grade Point Average</u>	<u>Choir Students</u>	<u>Non Choir Students</u>
3.25 - 4.00	8 days / 72 periods	8/64
2.25 - 3.25	7/63	7/56
Below 2.25	6/54	6/48

All days missed from school, except those days that are school activity related, will be counted against the days allowed for the semester text exemption. The only days allowed are days where a medical personnel has given written orders for a student to stay at home because of illness. Days gone because of dental appointments, senior pictures, college days, personal days, family vacations, physical therapy and others will be counted against the student for the test exemptions. If a student misses part of the day, a period by period attendance count will be used.

All semester tests will be comprehensive of that semester. A chapter test or end of unit test will not count for a semester test. Teachers will be instructed by the secondary principal, at a staff meeting, concerning the quality requirements expected to be found in the semester test.

**Social Events**

All school social events will be under supervision of faculty members. Plans are to be made with the approval of the advisor who will consult the Principal as to dates and details. Dates for activities should be scheduled at least two weeks in advance. Other requirements:

1. Chaperones-Advisor and two sets of parents (adults).
2. The building is to be cleaned up.
3. Only active members of the school allowed unless approved by advisor and principal.
4. Hours: Weekdays 7:30 – 10:30; Weekend activities must end by 12:00 midnight.

## **Bus Transportation**

Many students ride public school buses to school. The bus driver is under the supervision and direction of the Board, and the school administration. The disciplinary authority of the school shall exist over all children when being transported to and from the school. The bus operator shall be charged with the control and discipline of the children while they are being transported.

Students are expected to extend the same courteous manner to bus drivers as to faculty and other school personnel. Students who insist upon violating rules and regulations by being boisterous, discourteous, or otherwise fail to adhere to regulations as prescribed by the bus driver, may be subject to dismissal from the bus.

Transportations to inter-scholastic competitions is provided for all students. Students will not be authorized to use any other means of transportation when participating in these events, unless they follow the release procedure as outlined in the Extracurricular Policy.

### **Rules for School Bus Riders (FCBB-AR)**

#### **A. Previous to Loading (on the road and at school)**

1. Be on time at the designated school bus stop. Walk to meet the bus whenever possible. Inform the driver if you do not plan to ride the bus. The bus will wait 2 minutes at each stop.
2. Stay off the road while waiting for the bus.
3. Wait until the bus comes to a complete stop before attempting to enter the school bus.
4. Be careful in approaching the bus.
5. Bus riders will not be permitted to move towards the bus at the school loading zone until the bus has come to a complete stop.
6. Students will be properly dressed or equipped for winter weather including, boots, scarves, caps, mittens and a winter coat.

#### **B. On the Bus**

1. Keep hands and head inside the bus at all times.
2. Do not throw anything out of the bus windows.
3. Assist in keeping the bus safe and sanitary at all times. Sunflower seeds are not allowed on the bus.
4. Conversations are to be at a quiet level. Loud talking, laughing and hollering can distract the driver's attention to their driving.
5. Bus equipment is to be respected. Damage to seats will be paid by the offender.
6. Bus riders will never tamper with the bus or any of its equipment
7. Pick up and take all personal belongings with you when you leave the bus
8. Keep books, packages, coats etc. out of the aisles.

9. Assist younger children for safety and comfort.
10. Do not leave your seat while the bus is in motion.
11. Horseplay is not permitted around or on the bus.
12. Be courteous to fellow students, bus driver, or driver assistants.
13. In case of a road emergency, students are to remain on the bus and in their seats.

### **C. After Leaving the Bus**

1. Look both directions before crossing the road and cross the road at least 10 feet in front of the bus.
2. Assist young children in crossing the road
3. Be alert to danger signals from the driver.
4. Students will be let off only at their regular bus stop unless the driver receives notification from the parents or school official.

### **Senior Privileges**

Seniors will be exempt from study halls during the fourth nine-week period provided each student:

1. Has not been absent from the school more than six days during the first semester and three days for the third and fourth nine week period.
2. Must be passing all classes.

Seniors will receive a more thorough list of rules regarding privileges during the third nine week grading period.

### **Complaint or Grievance Procedure**

Students or parents that want to file a complaint or grievance must comply with the established procedure in the policy handbook.

### **Behavior at Activities**

Parent and student behavior at activities is expected to be with utmost respect for officiating and efforts of student/athletes or participants in other activities should be applauded.

### **Release Time**

Students in grades 7-12 who have a signed release form will be allowed to attend release time each Wednesday but are expected to make up any missed assignments during that time.

### **Snowballs**

It is against school policy to throw snowballs on school property.

## Discipline Matrix

The “step” system approach to school discipline is based on the belief that students must be responsible for ALL OF THEIR ACTIONS while in attendance at school. When students are referred to the administration for a violation of school rules, the administration bases the resulting consequences on HOW MANY TIMES AND FOR WHAT REASONS the student has been sent to the office during the current school year. For example, a student that consistently disrupts the learning environment needs to receive a more severe consequence than the “first time “offender.

The step system provides every student with an opportunity to redeem themselves and move backwards on the disciplinary ladder. A student not referred to the office for thirty (30) days will move one step down the ladder. This allows each student to “wipe their disciplinary slate clean” should they so choose.

**Administration may administer a different penalty if they feel the circumstances warrant such action.**

Offenses	Consequences
<b>Class one (per semester)</b>	
<ul style="list-style-type: none"> <li>• Class disruption</li> <li>• Inappropriate hall behavior.</li> <li>• Leaving class without permission</li> <li>• Use of profane language in school</li> <li>• Not using proper procedure when checking out of school</li> <li>• Minor vandalism of school property</li> <li>• Unexcused absence</li> <li>• Cheating</li> <li>• Any other minor infraction as determined by the administration</li> </ul>	<p style="text-align: center;"><b>1st time - 1 detention</b></p> <p style="text-align: center;"><b>2nd time – 2 detentions</b></p> <p style="text-align: center;"><b>3rd time – 1/2 day ISS</b></p> <p style="text-align: center;"><b>4th time – 1 day ISS</b></p>
<b>Class two (per year)</b>	
<ul style="list-style-type: none"> <li>• Fighting</li> <li>• Stealing</li> <li>• Talking to a staff employee in a disrespectful manner</li> <li>• Openly defying teacher’s authority (insubordination)</li> <li>• Fifth offense of Level I</li> <li>• Any other moderately severe infraction as determined by the administration</li> </ul>	<p style="text-align: center;"><b>1<sup>st</sup> Offense – 1 Day OSS</b></p> <p style="text-align: center;"><b>2<sup>nd</sup> Offense – 3 or more days out of school suspension</b></p>
<b>Class three (per year)</b>	
<ul style="list-style-type: none"> <li>• Use of tobacco in school, on the school premises, or at a school related function.</li> <li>• Illegally using, possessing, distributing, or being under the influence of alcohol in school, on the school premises, or at a school related function.</li> <li>• Illegally using, possessing, distributing, or being under the influence of drugs, narcotics in school, on the school premises, or at a school related function.</li> <li>• Major vandalism</li> <li>• Physically assaulting a school employee</li> <li>• Causing major physical harm to another student</li> <li>• Deliberate action that can endanger the life, health, or safety of another student</li> <li>• Possession of weapon on school grounds (other than a firearm)</li> <li>• 2nd offense of Level II</li> <li>• Any other severe infraction as determined by the administration</li> </ul>	<p style="text-align: center;"><b>5 or more days out of school suspension or expulsion hearing</b></p>
<b>Class Four (per year)</b>	
<ul style="list-style-type: none"> <li>• ANY FIREARM/WEAPON AS DEFINED IN OUR WEAPONS POLICY (FFD)</li> <li>• ANY SECOND LEVEL III OFFENSE THAT DID NOT RESULT IN AN EXPULSION</li> <li>• Any other extremely severe infraction as determined by the administration.</li> </ul>	<p style="text-align: center;"><b>EXPULSION HEARING</b></p>

\*\*\* Parents will be notified by telephone as well as a follow up letter for levels 2, 3 and 4.

## WELLNESS POLICY (ABCC)

### Nutrition Education & Promotion

The District should strive to promote the following nutrition goals (consistent with the *Dietary Guidelines for Americans*) in grades K-12 through the curriculum and through other promotional methods:

1. Provide a health education curriculum that is aligned with state standards and requirements; is taught by well-prepared and well-supported staff; that is age appropriate; and that is aimed at influencing students' knowledge, attitudes, and eating habits.
2. Provide an overall school environment that encourages students to make healthy food choices, specifically encouraging:
  - a. Balancing calories with physical activity to manage weight
  - b. Consumption of more healthy foods and nutrients such as fruits, vegetables, whole grains, fat-free and low-fat dairy products, and seafood
  - c. Consumption of fewer foods with sodium (salt), saturated fats, trans fats, cholesterol, added sugars, and refined grains

### Physical Education

In addition to state standards and mandates related to physical education, the District should strive, to the extent practical, to offer opportunities for students to be physically active through activities that may include, but not be limited to, recess and extracurricular offerings. The goals of physical activity programs shall be: to develop students' knowledge and skills necessary to perform a variety of physical activities; assess, maintain and improve personal fitness; regularly participate in physical activity; understand the short- and long-term benefits of physical activity; and value and enjoy physical activity as an ongoing part of a healthy lifestyle.

Administration will ensure that policies and practices are in place that enable students with disabilities and other special health care needs to participate as fully as possible and safely in physical education and other school physical activity programs. Teachers and other school personnel will not use physical activity (e.g., running laps, pushups) or withhold opportunities for physical activity (e.g., recess, physical education class) as punishment.

### Goals for Other School-Based Activities

The District will seek to promote the physical activity and nutrition goals of this policy through other activities that are practical, implementable, and within district budgetary and statutory parameters. The goals of these other activities shall be to reinforce the nutrition promotion, nutrition education, and/or physical activity goals stipulated above. Activities implemented under this policy provision may be offered to students, parents, and/or district staff.

The wellness policy committee may develop a list of activities that will help the District achieve the above goals and provide this list to administrators to assist with implementation of this policy.

### Nutrition Standards

For all meals provided with funds from the National School Breakfast and Lunch program, the District shall comply with applicable federal nutrition standards established in federal regulations. The District shall comply with applicable federal standards for competitive food sales on campus during the school day as defined by federal law. All foods provided or sold by the District should be selected judiciously,



taking into consideration the nutritional value of the food being served, the goals of this policy, and the frequency of use.

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus. The District will make drinking water available where school meals are served during mealtimes. In addition students will be allowed to bring and carry approved water bottles filled with only water throughout the day.

### **Exception to Competitive Food Sales**

Each school year, each school building is authorized to hold up to five on-campus fundraisers during school hours that do not comply with competitive food sales nutrition standards. Each building principal shall develop rules for requesting and receiving approval to hold fundraisers under this exception, which shall, at a minimum, prohibit such fundraisers from occurring during school meal times.

Competitive food sale requirements do not apply to off-campus food sales and do not apply to foods sold on campus at least 30-minutes after the school day.

### **Qualifications & Training**

The District shall comply with any applicable hiring requirements under federal regulations for new hires in the food service program and shall comply with annually training requirements under federal regulations for all food service personnel (see ABCC-E).

### **Policy Development, Implementation, Review, & Dissemination**

The District encourages parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and the general public to participate in the development, implementation, and periodic review and update of the local school wellness policy. The District shall determine the best methods for the above groups to participate in these processes and shall relay information about the participation processes to the above groups using the method deemed most appropriate, effective, and cost efficient by the wellness policy committee. The Board or designee shall appoint a wellness policy committee in accordance with applicable district policy on committee appointments to develop the wellness policy and perform additional duties prescribed herein.

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan will delineate roles, responsibilities, actions and timelines specific to each school. The plan will include information about who will be responsible to make what changes, how, and when.

The wellness policy committee shall designate one individual per school building to monitor and enforce building-level compliance with the wellness policy. The names of these designees shall be listed in administrative regulations. Each designee shall be responsible for reporting on building-level compliance with this policy and supplying the wellness policy committee with any material requested to help the committee assess implementation of and compliance with this policy.

At least specify period—annually recommended, the wellness policy committee shall meet to determine the extent to which each district school is in compliance with the local school wellness policy, the extent to which the local school wellness policy compares to model local school wellness policies (e.g., policies created by the state or federal government, if available, or by a state or federal organization that provides

support services to schools), and the progress made in attaining the goals of the local school wellness policy. The wellness policy committee shall complete a report that contains the above components, which it shall provide to the Mott-Regent Public School Board and disseminate publicly on the district's website. Any recommended amendments to the wellness policy must be adopted by the Board in compliance with board policy on policy adoption.

The District shall disseminate the wellness policy and any wellness policy amendments to students, parents, and the public through the following methods: publication in student handbooks and posting on the district website. The District will also inform parents of the improvements that have been made to school meals and compliance with school meal standards, availability of child nutrition programs and how to apply, and a description of and compliance with Smart Snacks in School nutrition standards. The District will inform the community about the availability of the annual and triennial wellness policy reports through notice in the district's newsletter and on its website.

### **Cell Phones and/or Electronic Devices**

The use of any cell phone and all other electronic devices creates the potential for harassment, violation of privacy, threats to testing/examination security, disruption to instruction and hazards to safety. The Mott/Regent Public School District prohibits the use of such devices as follows:

During any test, examination, or in any way that involves plagiarism and cheating: and in any bathroom, locker room, or any other area where individuals have a reasonable expectation of privacy.

Student and staff use of cell phones is permitted in the school building before and after classes. Cell phone and/or any type of electronic device(s) use in the classroom/study hall or extra-curricular activity is at the instructor/coaches/supervisors discretion. Do not use the phone/device until you have received permission from the instructor/coach/supervisor. An administrator/teacher/coach and/or adult of authority will be able to confiscate the phone at any time. Students also should be aware that any social network postings deemed inappropriate may bring forth consequences or penalties as regulated by a particular administrator/instructor/coach/supervisor. It is the student's responsibility to use technology in a wise manner.

Possession and/or sharing of inappropriate material/pictures/video, especially taken in a bathroom/locker room showing any inappropriate subject matter, on any device, may result in the student being expelled or suspended from school. Law enforcement may be contacted. The extra-curricular activities must adhere to the school cell phone/electronic devices policy.

## **Mott/Regent Public School Sexual Harassment Policy**

Sexual harassment is recognized as a form of sex discrimination and thus a violation of laws which prohibit sex discrimination. Under the Equal Employment Opportunity Commission (EEOC) guidelines which the school district follows, an employer is held accountable if a person is harassed by supervisory employees whether or not the employer is aware of the harassment or acts promptly to remedy the situation. If a person is harassed by fellow workers or by nonemployees, the employer is held accountable if the employer knows or should have known of the harassment and fails to take immediate and appropriate corrective action.

A learning and working environment that is free from sexual harassment will be maintained in the Mott/Regent Public School District. It will be a violation of policy for any member of the district staff to harass another staff member or students, or for students to harass other students, through conduct or communication of a sexual nature as defined by this policy.

Administrators and supervisors will make it clear to their staff and students that sexual harassment is prohibited by Board policy and is grounds for disciplinary action. Administrators will use staff meetings and in-service sessions and student assemblies to inform employees and students of their rights and remedies under the law.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when (1) submission to such conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment, or of obtaining an education, advancement or grade, (2) submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting such individual's employment or educational environment, or (3) such conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education or creating intimidating, hostile, or offensive employment or education environment.

Sexual harassment, as defined above, may include, but is not limited to:

1. Sex oriented verbal "kidding," abuse, or harassment;
2. Pressure (subtle or otherwise) for sexual activity;
3. Repeated remarks to a person with sexual or demeaning implications;
4. Unwelcome touching, such as patting, pinching, or constant brushing against;
5. Suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's grades, employment status, or similar personal concerns;
6. Provocative dress;
7. Indications of harassing;

Any person who believes he/she has been the victim of sexual harassment by any employee or student of the school district or any person with knowledge or belief of conduct which may constitute sexual harassment, should report the alleged acts immediately to the appropriate school district official. (Student and/or parents to report to teacher, principal, guidance counselor, or superintendent. Teachers or staff to report to the principal or superintendent.) If the official designated is the person alleged to have sexually harassed another, the complaint may be made to another administrator or

directly to the board president. Filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status or affect future employment, work assignments, or grades.

The right to confidentiality, both of the complainant and of the accused, will be respected consistent with the school district's legal obligations, and with the necessity to investigate allegations of harassment and to take disciplinary action when this conduct has occurred.

A substantiated charge against a school district staff member will subject such member to disciplinary action, which may include discharge.

A substantiated charge against a student in the school district will subject that student to disciplinary action, which may include suspension or expulsion, consistent with student disciplinary policies.

### **Mott/Regent Public School Drug Use/Abuse Policy**

#### **NOTE: COMPLIANCE WITH THE STANDARDS OF CONDUCT IS MANDATORY.**

The Mott/Regent Public School has a clear responsibility to maintain an atmosphere which will promote a quality learning environment. Because the use of drugs, alcohol, and other chemicals among young people has become a major problem in our country and because the use and availability of these substances on school grounds interfere with the educational process, this policy is being adopted and implemented. The policy is designed to help eradicate the influence of drugs, alcohol, and other chemicals within the school environment. As such, it is designed to promote chemical health and protect students in the school environment by imposing consequences for misbehavior as well as educating, deterring the abuse of chemicals. It is also designed to serve as a guide for faculty and staff in implementing intervention procedures for students.

#### **Education**

The Mott/Regent Public School District will teach about drugs and alcohol in an age appropriate developmentally based education and prevention program in every grade K-12. This program will include information about drug and alcohol counseling and rehabilitation programs available to the students. The District will also conduct staff orientation and continued training, and parent and community education. (This will be done in cooperation with area educational agencies) This education program will also include providing an information service for referral to counseling and/or treatment so that students may seek and get counseling. Referral for treatment when needed should be a constructive and not punitive action. We recognize that chemical addiction is a treatable disease.

## **Prohibited Activities**

The use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful. It is the responsibility of the school to establish rules that will eliminate such use from the school setting. Therefore, it shall be against school policy for any student:

1. To sell, deliver, give, or attempt to sell, deliver or give to any person any of the substances listed in this policy or what the student represents or believes to be any of the substances listed in this policy.
2. To possess, procure, purchase, receive, or to attempt to possess, procure, purchase, or receive the substances listed in this or what is represented by or to the student to be any of the substances listed in this policy or what the student believes is any of the substances in this policy.
3. To be under the influence of (legal intoxication not required) or to use or consume or attempt to use or consume, the substances listed in this policy or what the student believes is any of the substances in this policy.

This policy applies to any Mott/Regent Public School student who is on school property, who is in attendance at school or at a school sponsored activity or whose conduct at any time or any place interferes with or obstructs the mission or operations of the school district or the safety or welfare of students or employees.

## **Prohibited Substances**

1. Alcohol or any alcoholic beverage.
2. Tobacco or tobacco products.
3. Any controlled substance or dangerous drug as defined by NDCC Sections 19-03.1-05 through 19-03.1-13 and 19-03.1-26 (paraphernalia) or as defined by Section 812, Schedules 1-V of Title 21, United States Code, Section 801, et seq., including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant.
4. Any abuse-able glue or aerosol paint or any other chemical substance, for inhalation, including but not limited to, lighter fluid, and reproduction fluid.
5. Any prescription or nonprescription drug, not taken in accordance with the authorized use policy.

## **Authorized Use**

Any students whose parent or guardian requests that he or she take or be given any nonprescription medicine, drug, or vitamin will be required to have a prior permission slip signed by the parent or guardian.

Any student whose parents or guardian requests that he or she take or be given any prescription medications will be required to have a signed request by the parent or guardian.

Students may carry emergency medications as stipulated by the North Dakota Century Code; however, a permission slip signed by the parent/guardian must be on file with the school.

## **Violation**

Disciplinary sanctions up to and including expulsion and referral for prosecution, will be imposed on students who violate the standards of conduct. Prohibited substances will be confiscated and may be turned over to law enforcement authorities. The student may be referred to the school counselor. Any student who is observed to be under the influence of a prohibited substance will be taken immediately to the (Principal's) (Superintendent's) office.

1. Authorities will be called.
2. The student's parents will be notified.

## **Intervention**

We also recognize the responsibility to assist students in recognizing their own addiction. It is realized that the public school has neither the authority nor the responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists which may affect the student's ability to learn or the educational climate of the school, the school has a right and a responsibility to refer the student for a formal chemical dependency evaluation. To his end the Mott/Regent Public School District encourages faculty members to be observant of student behavior and to participate in a program of intervention. Faculty members may use the attached checklist to determine whether observed behavior should be reported. If the faculty member decides that the behavior indicates a possible prohibited activity, the student should be:

1. Referred to the school counselor or
2. Reported to the (Principal) (Superintendent)

If the (Counselor) (Principal) (Superintendent) believes that the student indeed is in need of assistance, the (Counselor) (Principal) (Superintendent) may call the student in for a conference. The (Counselor) (Principal) (Superintendent) may receive assistance in how to confront students from a certified addiction counselor.

If, after conferring with the student, the (Counselor) (Principal) (Superintendent) believes that there is a probability that the student may be chemically dependent, a recommendation that the student receive a formal chemical dependency evaluation will be made to the student and/or the student's parents or guardian.

The School Board of Mott/Regent Public School District believe that if a student is involved in a chemical dependency program and has successfully addressed his/her harmful involvement with chemicals, he/she may continue in the regular school setting and continue to participate in any extra-

curricular activity unless participation is in conflict with rules and regulations set forth by the Mott/Regent Public School District Board and the North Dakota High School Activities Association.

The school may, through the use of available resources, provide follow-up counseling and supportive assistance to those students who return after successfully completing a therapeutic regimen, realizing that the student may need assistance in dealing with other environmental factors beyond the school's control which may remain unchanged.

A student can expect that any personal problem he/she discusses with an administrator, faculty member, social worker or counselor will be strictly confidential. There are four exceptions:

1. Whenever a staff member learns of a condition which may adversely affect another student, he/she will have to act on that information.
2. If a student is experiencing health and/or emotional problems because of controlled substance use or abuse and is unable to or unwilling to seek assistance, then referral should be made. Confidentiality, will be maintained subject to the welfare of the student.
3. If a staff member has a reasonable cause to suspect child abuse, the staff member must report to the Department of Human Services.
4. If a staff member is called to testify in a judicial proceeding.

### **Policy Implementation**

A copy of this policy will be given annually to each student and parent.

The superintendent or his designee will annually conduct in-service training sessions for all school district employees, which will include a review of this policy and procedures for implementation thereof. In the event an employee is unable to attend such in-service training sessions, the superintendent or his designees will cause this policy to be individually reviewed with each employee.

The superintendent will maintain a list of all employees with whom this policy has been reviewed, whether individually or through in-service training, along with the dates of such review or training.

## **HAZING/BULLYING**

Hazing/bullying of any type has no place in the school setting. The Mott/Regent Public School District will endeavor to maintain a learning and working environment free of hazing/bullying.

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing/bullying. Hazing/bullying activities of any type are inconsistent with the educational goals of the School District and are prohibited at all times.

No student, teacher, administrator, other employee, volunteer, or contractor of the School District shall plan, direct, encourage, aid, or engage in hazing/bullying. No teacher, administrator, or other employee, volunteer, or contractor of the School District shall permit, condone, or tolerate

hazing/bullying. Apparent permission of consent by a person being hazed/bullied does not lessen the prohibitions contained in this policy.

## **Bullying**

### **Our School's Anti-Bullying Rules**

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

Examples of bullying include but are not exclusive to:

1. Teasing or Exclusion
2. Hitting, Pushing or Verbal Harassment
3. Cyberbullying

The School Board expects administrators and supervisors to make it clear to students and staff that bullying in the school building, on school grounds, on the bus, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension or expulsion of students, and termination for employees.

### **7-12 bullying definitions and consequences.**

#### **Definition**

#### **Consequences**

#### **Teasing or exclusion**

1 <sup>st</sup> Offense	Verbal warning-report to principal
2 <sup>nd</sup> Offense	30 minute detention
3 <sup>rd</sup> Offense	2 day 30 min. detention
4 <sup>th</sup> Offense	Create behavioral plan

#### **Hitting, Pushing or Verbal Harassment including Cyberbullying**

1 <sup>st</sup> Offense	Verbal warning-report to principal
2 <sup>nd</sup> Offense	1 hour detention
3 <sup>rd</sup> Offense	1 day In-school suspension
4 <sup>th</sup> Offense	Subject to offense



## **Severe Hitting, Threats of Violence, Severe Harassment of any kind or intentional destruction of property**

1 <sup>st</sup> Offense	1 day In-school suspension or possible out of school suspension
2 <sup>nd</sup> Offense	3 days out of school suspension/referral to professional counseling services
3 <sup>rd</sup> Offense	Expulsion proceedings

## **Hazing**

Hazing activities are seriously disruptive of the educational process in that they involve students and violence or threats of violence. This policy applies to behavior that occurs on or off school property and during and/or before or after school hours. A person engages in an act that violates school policy or law in order to initiate another person or to be initiated into or affiliated with a student organization shall be subject to discipline for that act. The School District will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, other employee, volunteer, or contractor of the School District who is found to have violated this policy.

Hazing means committing an act against a student, or coercing a student into committing an act, that creates a risk of harm to a person, in order for the student to be initiated into or

1. Any type of physical brutality such as whipping, beating, striking, branding, electric shocking, or placing a harmful substance on the body.
2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to risk of harm or that adversely affects the mental or physical health or safety of the student.
3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law, or of school district policies or regulations.

The administrator may request assistance or designate a third party to conduct the investigation. The School District may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing/bullying.

Upon completion of the investigation, the School District will take appropriate action. Such action may include, but is not limited to, warning, in-school or out-of-school suspension, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe

to deter violations and to appropriately discipline prohibited behavior. School District action taken for violation of this policy will be consistent with applicable statutory authority, including school district policies and regulations.

The School District will discipline or take appropriate action against any student, teacher, administrator, other employee, volunteer, or contractor of the School District who retaliates against any person who makes a good faith report of alleged hazing/bullying or against any person who testifies, assists, or participates in a proceeding or hearing relating to such hazing/bullying. Retaliation includes, but not limited to, any form of intimidation, reprisal or harassment.