

The Linn-Mar Complaint Managers Include:

Tina March, Bowman Woods Principal 447-3241 tina.march@linnmar.k12.ia.us
Val Lawrence, Bowman Woods Facilitator 447-3208 vlawrence@linnmar.k12.ia.us
Dan Ludwig, Echo Hill Principal 730-3562 dludwig@linnmar.k12.ia.us
Teresa Garcia, Echo Hill Facilitator 730-3563 tgarcia@linnmar.k12.ia.us
Kelly Kretschmar, Indian Creek Principal 447-3271 kkretschmar@linnmar.k12.ia.us
Maurice Frazier, Indian Creek Facilitator 447-3312 mfrazier@linnmar.k12.ia.us
Chad Buchholz, Linn Grove Principal 730-3502 cbuchholz@linnmar.k12.ia.us
Tristan Evans, Linn Grove Facilitator 730-3503 tevens@linnmar.k12.ia.us
Carol O'Donnell, Novak Principal 447-3301 codonnell@linnmar.k12.ia.us
Ryan Phillips, Novak Facilitator 447-3325 rphillips@linnmar.k12.ia.us
Ed Rogers, Westfield Principal 447-3351 erogers@linnmar.k12.ia.us
Jessica Fitzpatrick, Westfield Facilitator 447-3360 jessica.fitzpatrick@linnmar.k12.ia.us
Amanda Potter, Wilkins Principal 447-3381 amanda.potter@linnmar.k12.ia.us
Lisa Silver, Wilkins Facilitator 447-3235 lsilver@linnmar.k12.ia.us
Shannon Bisgard, Superintendent 447-3001 sbisgard@linnmar.k12.ia.us
Brian Cruise, Transportation Director 447-3030 bcruise@linnmar.k12.ia.us
Stacy Fish, Nutrition Services Manager 447-3302 sfish2@linnmar.k12.ia.us
Stacia Walker, Elementary Student Assistance Counselor 447-3337
 swalker@linnmar.k12.ia.us

Questions regarding alternative complaint procedures and/or appeals contact:

Linn-Mar Equity Coordinators/Investigators

Nathan Wear , Associate Superintendent	447-3028
Karla Christian , Chief Human Resources Officer	447-3036
Leisa Breitfelder , Exec Dir of Student Services	447-3003

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

2019-2020



BULLYING AND HARASSMENT

Student Rights and Responsibilities (PK-5th Grade Students)



Marion, Iowa

The Linn-Mar Community School District is fully committed to providing a welcoming and safe environment. To ensure all students are able to achieve their highest learning potential, the district has expectations for student behavior. As part of these efforts, the Olweus Bullying Prevention Program has been implemented in all elementary buildings.

The Linn-Mar Board of Directors has stated in board policies 403.13, 403.14, 502.14, and 502.14-R that harassment based on such characteristics as age, race, color, sex, religion, or disability will not be tolerated.

What is bullying?

Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending himself or herself.

Why address bullying in schools?

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

School rules against bullying:

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

Behaviors that will not be tolerated are:

- Teasing
- Name calling
- Insults
- Unkind comments
- Physical threats/fighting
- Comments about someone's body
- Staring that makes someone uncomfortable
- Pulling hair or clothes
- Taking or damaging another's belongings
- "Dirty" jokes, notes, or pictures
- Gestures with the hands or body
- Trying to kiss, hug, or touch someone who doesn't want to be kissed, hugged, or touched
- Exclusion
- Rumors
- Inappropriate texts, emails, and IMs
- Writing mean or hurtful posts online

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

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

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