

Linn-Mar Complaint Managers:

Jay Lehman, Principal, Bowman Woods Elementary: 319-447-3241

CJ McDonald, Principal, Echo Hill Elementary: 319-730-3562

Amy Bowman, Principal, Indian Creek Elementary: 319-447-3271

Colleen Fangman, Principal, Linn Grove Elementary: 319-730-3502

Sara Hovden, Principal, Novak Elementary: 319-447-3301

Scott Fillner, Principal, Westfield Elementary: 319-447-3351

Amanda Potter, Principal, Wilkins Elementary: 319-447-3381

Nathan Wear, Superintendent: 319-447-3001

Brian Cruise, Transportation Manager: 319-447-3031

Stacy Fish, Nutrition Services Manager: 319-447-3302

Katie Little, Student Assistance Specialist: 319-200-1677

Tammy Devries, Student Assistance Specialist: 319-447-3436

For questions regarding alternative complaint procedures and/or appeals please contact:

Linn-Mar Nondiscrimination Coordinators:

- **Chad Lang**, Associate Superintendent: 319-447-3028
- **Anne Faber**, Executive Director of Student Services: 319-730-3663

The Linn-Mar Community School District does not discriminate on the basis of race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status in its education programs and its employment practices. Inquiries regarding compliance with equal educational opportunity laws and policies, including but not limited to complaints of discrimination, and affirmative action laws and policies shall be directed to the Equal Employment/ Nondiscrimination Coordinators, Linn-Mar Community School District, 3556 Winslow Road, Marion, IA 52302. Inquiries may also be directed in writing to the Iowa Civil Rights, US Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO, 80204-3582 or the Iowa Civil Rights Commissioner, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270. *(Reference LM Policy Series 103 & 104)*

Bullying And Harassment

Student Rights and Responsibilities
(PK-4th Grade Students)



Marion, IA

Updated: September 2026

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, Positive Behavioral Interventions and Supports (PBIS) is utilized in PK-8th grade at Linn-Mar.

The Linn-Mar Board of Directors has stated in Policy Series 103 and 104, that harassment based on such characteristics as age, race, color, sex, religion, or disability will not be tolerated.

What is bullying?

Bullying is unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time.

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; and
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; and
4. When we know somebody is being bullied, we will tell an adult at school or an adult at home.

Behaviors that will not be tolerated:

- Verbal bullying that includes speaking or writing mean things at school and/or online:
 - Teasing;
 - Name calling;
 - Insults/Unkind comments;
 - Physical threats; or
 - Comments about someone's body.
- Social bullying that includes hurting someone's relationship or reputation:
 - Excluding someone on purpose;
 - Telling other children not to be friends with someone;
 - Spreading rumors about someone; or
 - Embarrassing someone in public.
- Physical bullying that includes hurting someone's body or personal items:
 - Physical fighting;
 - Pulling hair or clothes;
 - Taking or damaging another's belongings;
 - Gestures with the hands or body; or
 - Trying to kiss, hug, or touch someone who doesn't want to be kissed, hugged, or touched.

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

- Verbal warning/appropriate consequences;
- Written warning/appropriate consequences;
- Student/parent conference; or
- Suspension.

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

