

Any school employee who believes in good faith that there is a serious and imminent threat to the health or safety of any student, any school employee, or the public, based on a threat that has been made by an individual seen in the course of the employee's professional duties regarding violence in or targeted at a school, shall report the threat as required by state law and this policy. In particular:

1. The facts and circumstance contributing to the belief that there is such a serious and imminent threat shall be reported immediately, by telephone or personally, directly to a law enforcement agency.
2. The person making the report to law enforcement shall also immediately inform the principal of the nature of the threat and circumstances. Such notice to a responsible administrator or supervisor in the District does not have to be given prior to contacting a law enforcement agency.

This policy and the obligation to immediately report a serious and imminent threat of school-related violence also applies to any other person who is acting as an agent of the District (e.g., a contracted service provider) and who is specified as a mandatory reporter of threats of school violence under state law.

The administration shall promptly evaluate and process known threats of school-related violence according to the District's school safety plan and under any other established procedures for responding to safety emergencies.

The District shall not take any disciplinary action against a school employee, discriminate against an employee in regard to employment, or threaten an employee with any such treatment for making a report of threatened school violence in good faith under this policy. School employees may be subject to District disciplinary action, as well as penalties under state law, for failure to report such threats.

All District employees shall receive training provided by the Department of Public Instruction in the state laws governing the reporting of a threat of school violence within the first three (3) months after commencing employment and at least once every five (5) years after that initial training.

If a student has made, or if there is reason to suspect that a student has made, a threat of school-related violence, the District shall conduct an investigation of the relevant facts and circumstances and determine any appropriate school disciplinary consequences or other response. The District Administrator, or his/her designee, is authorized to seek payment from appropriate parties for costs and other damages, including for lost instructional time and other disruptions of operations, that may be associated with any threatened, attempted, or actual act of school-related violence.

**Legal References:**

**Wisconsin Statutes**

Section 48.981(2)(a) [list of persons specified as mandatory reporters of child abuse and neglect and threats of school violence]

Section 115.01(10)(c) [authority of district administrator to close school for threat to the health and safety of students and staff]

Section 118.07 [health and safety requirements, including school safety plans, safety drills, and related staff training]

Section 120.12(1) [board duty; care, control and management of school property]  
Section 120.13(1) [board power to discipline students for threats and other conduct that endangers health, safety, or property]  
Section 175.32 [mandatory reporting of threats of school violence]  
Section 947.015 [bomb scares]  
Section 895.035(4a) [parent liability for certain acts of children]  
Section 947.019 [threats of death, bodily harm, or damage to property affecting school premises and in other circumstances]

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