

***BEAR LAKE ELEMENTARY
BULLYING PREVENTION
AND DISTRICT POLICY***

Areas that are addressed

- ▣ Definition of Bullying
- ▣ Compliance
- ▣ Discipline requirements
- ▣ District requirements
- ▣ Teacher Prevention
- ▣ School Climate
- ▣ Supervision
- ▣ Teachers Actions
- ▣ Student and Parent Action
- ▣ Reporting

SCPS Definition

- ▣ Bullying is systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees that is severe or pervasive enough to create an intimidating, hostile, or offensive environment; or unreasonably interferes with the individuals school performance or participation
- ▣ Harassment means any threatening, insulting or dehumanizing gesture, use of data or computer software, written, verbal or physical conduct directed against a student, school district employee or school district volunteer by a student, school district employee or school district volunteer.

- Bullying and Harassment includes cyber stalking which means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose, as defined by Florida Statute 784.048(1)(d). Cases of cyber stalking will be reported to law enforcement.
- The Seminole County School Board requires that students, school district employees, and school district volunteers conduct themselves as appropriate for their respective level of development, maturity and demonstrate capabilities with a proper regard for the rights and welfare of other students, school district employees and school district volunteers and as otherwise set forth in School Board policies.
- **Note: False accusation of an act of bullying or harassment and retaliation against a student for asserting or reporting bullying or harassment will receive disciplinary actions. In cases where the accusations are “unsubstantiated” the student’s incident record will be flagged as such.**

It is the policy of the Seminole County School Board that all of its students, school district employees and school district volunteers have an educational setting that is safe, secure and free from harassment and bullying of any kind. The School Board will not tolerate bullying and harassment of any type. Conduct that constitutes bullying and harassment, as defined herein, is prohibited. Any behavior that applies to the definition for bullying or harassment should be reported to the school and policy protocol will be followed.

Substantial Disruption

“Substantial disruption” means without limitation that any one or more of the following occur as a result of the bullying (AR Legislature, Public Act 115):

- 1. Necessary cessation of instruction or educational activities;**
- 2. Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;**
- 3. Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or**
- 4. Exhibition of other behavior by students or educational staff that substantially interfere with the learning environment**

How to Keep Our School Bully Free

- Reporting Procedures for teachers and students
 - Anonymously – reporting forms, speakout, bully box, etc.
 - Non-anonymously - Reporting Forms, bully box, etc.
- Once a situation is reported a prompt investigation protocol
 - Investigate all reports of bullying – new law, on and off campus and now includes cyberbullying
 - Still must cause a disruption on your campus or inflicts physical hurt or psychological distress on one or more students that is pervasive enough to create an intimidating, hostile, or offensive environment; or unreasonably interfere with the child's school performance or participation

How to Keep Our School Bully Free

- Procedure for providing immediate notification to parents victim and alleged perpetrator – how to ensure parents receive notification – phone logs, email, letter, etc.
- Procedure for follow up with both parents (victim/perpetrator) through phone calls, written notice, email, etc
- Procedure for interventions put into place for keeping the victim safe through regular follow up with all students involved,
- Regular reporting to a victim's parents, the providing updates on actions taken to protect their child

How to Keep Our School Bully Free

- Providing for referring victims and perpetrators to counseling if needed
- Involving law enforcement when needed
- Providing instruction to students, staff and parents through staff professional development, parent access to information via website and newsletter, and student lessons through classroom meetings, videos, and presentations.
- Using Positive Behavior Support Team to analyze problem areas and address them

What can teachers do? (preventive)

- Provide students opportunity to talk about bullying and provide safe ways to report.
- Include classroom rules against bullying.
- Enlist their support in defining bullying as unacceptable for our school.
- Develop a classroom action plan to ensure that students know what to do when they observe a situation.
- Provide classroom activities and discussion about bullying.
- Focus on developing empathy and respect for others
- Work on friendship, assertive and mediation skills.

School Climate

- ▣ Visible posters, signs
- ▣ Integrated into academic curriculum (e.g., art, writing assignments, research, class meetings)
- ▣ Staff talks openly about the topic
- ▣ Staff intervene when they see it
- ▣ Students BELIEVE that the staff are *responsive, supportive, protective*

Supervision

- ▣ Essential component of prevention program
- ▣ Students equate supervision=safe
- ▣ Best defense against repeated victimizations
- ▣ Deploy supervision to building “hot spots”
- ▣ Base camp, Recess, Specials, transitions, holding dens, bus ramp and especially the bus
- ▣ At Tier I, supervision is at the building, not individual student, level
- ▣ Parent, Supervise how your child accesses the internet and their use
- ▣ Students, don't be a bystander, report what you see

What can teachers do? (action)

- Take immediate action when bullying is observed. Stop it! Report it!
- Notify administrator of victims and bullies when a problem occurs.
- Provide protection for bullying victims. This may include a buddy system, extra supervision at noted area of concerns.
- Listen to parents who report bullying.
- Avoid using mediation due to imbalance of power.
- Never send a bully and victim together anywhere!

Parent and Student Action

- ▣ Student should report any bullying or harassment to an adult on campus or a parent/ trusting adult
- ▣ Students should speak out and report bullying when they observe it.
- ▣ This can be done by telling an adult, email, written note, phone call, or using the speak out hotline
- ▣ Parents should talk to their children about bullying and empower them to speak out
- ▣ Parents should notify school personnel a suspected case of bullying is occurring

For Further Inquiries

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RESOURCES/REFERENCES

- BEEP - Discovery
- <http://www.cyberbullying.us/aboutus.php>
- iSafe.org
- stopbullyingnow.hrsa.gov
- www.samhsa.gov
- www.bullyfreealberta.ca
- goodcharacter.com
- us.oneworld.net
- www.nonamecallingweek.org
- www.sdcoe.net/student/ss/resources.asp
- www.lfcc.on.ca/bully.htm
- cca-kids.ca/welcome.html
- www.clemson.edu/olweus
- www.cyberbully.org
- www.luckyduck.co.uk
- Robin D'Antona, ED. D. at www.stopbullyingma.org
- www.stopbullyingworld.org
- www.aauw.org/k-12
- <http://www.cyberbullying.us>
- <http://www.speakouthotline.org/>

