

## **Cassidy Anti-Bullying Policy** **Revised August 2011**

### **Belief Statement**

Cassidy Elementary School believes that all students have a right to attend school in a safe and positive environment where learning is fostered. Student or staff behaviors that interfere or violate these expectations cannot be permitted. Cassidy's culture and climate shall promote mutually respectful relationships, acceptance, individuality, kindness, and problem-solving. Such an environment is free from all forms of bullying including: direct, indirect, social, and relational. It shall be a violation of this policy for any student or staff member to bully another person while attending school or school sponsored events. It shall also be a violation of this policy for any school staff member to tolerate bullying during school or school sponsored events.

### **Definition of Bullying**

Bullying involves an imbalance of strength and power between the bully and victim, with the intent to harm the victim and can include physical, verbal, or nonverbal aggression. Bullying occurs when a victim is subjected to repeated negative actions and feels helpless to defend him/herself. Bullying may involve the following:

- **Direct acts** such as physical actions, words, or gestures toward or at victim. *Examples include, but not limited to:* pushing, grabbing, hitting, poking, pinching, scratching, spitting, tripping, restraining, hair pulling, locking or restricting victim to area, violation of personal space, damaging property, verbal aggression, mocking, profanity towards victim, threats of harm, and inappropriate or intimidating gestures.
- **Indirect acts** may occur without victim being present or without victim's awareness, but are intended to cause harm to the victim. *Examples include, but are not limited to:* spreading rumors; intentionally excluding victim from a social group or setting; hate petition; and derogatory comments to others regarding personal preferences, characteristics, or status of victim.
- **Social or relational acts** intended to cause social harm to someone's friendships, social standing, or self-esteem. Acts can be either direct or indirect. *Examples include, but are not limited to:* gossiping, embarrassment, systematic alienation or ostracism from a group, intimidation, put-downs, gestures, threats, manipulation of relationships, turning others against victim, and extortion.

## **Anti-Bullying Program**

In an effort to follow Cassidy's belief statement, Cassidy shall provide a three-tiered model to address bully prevention and intervention: schoolwide, classroom, and individual or small group. Program modeled from "The Tough Kid Bully Blocker" book.

- **Schoolwide** (*Prevention*) – All teachers, administrators, students, and parents are teaching, discussing, reinforcing, and emphasizing the same skills to prevent bullying. Schoolwide expectations shall be adopted by all staff and students. Program shall include: awareness and communication with all stakeholders; enforcement of school anti-bullying rules; supervision in bully-prone locations; and collaborative teaching model to help students deal with bullying, problem solving, and making friends.
- **Classroom** (*Prevention*) – Two classes will be taught to every classroom at the beginning of the school year to define bullying (as described above) and inform students of what to do if they are a victim or witness bullying. Classroom teachers shall establish basic classroom rules and to actively teach expected social and classroom behaviors. Instruction, guidance, and practice of learned skills will be taught in Guidance class throughout the school year.
- **Individual and Small Group** (*Intervention*) –Teachers shall follow the following procedure if any bullying incident has been reported or observed:
  1. When an incident is reported follow due process procedures to assess the situation. Hear from all parties involved to gather facts, document the information on the district bullying monitoring sheet.
  2. Once bullying behavior is determined the CGS shall be notified and will meet with the teachers to develop a plan of action.
  3. The CGS or teacher will contact parents/guardians of students involved and explain situation, plan of action, and any consequences.
  4. The CGS or teacher shall notify principal of the incident and the consequences.
  5. Increase adult awareness and supervision as needed.
  6. Make an effort to separate students involved from one another and share expectations for those students with all other teachers/supervising adults to ensure all students are following plan.
  7. Continue to document any bullying incidents as they occur and notifying CGS and principal.
  8. Teachers, parents, CGS, and principal shall work together each time an incident occurs.
  9. Teachers, CGS, and parents continue to monitor students and work with principal to follow district policy for appropriate discipline.