

School Bullying Policy and Consequences

Bullying is any unwanted teasing, hurting, or intimidation of a person by another person or group that continues in repeated pattern after the person has been asked to stop. This may include verbal, written, non-verbal body language, physical aggression, exclusion, sexual harassment, or cyber communication.

Sexual Harassment is treating someone inappropriately based on their gender. Incidents of sexual harassment may involve words, actions, gossip, threats, pressure, or unwanted attention. Students often feel conflicted about unwanted sexual attention and therefore fail to report it. Teachers must encourage the treatment of others to include respect and dignity especially as it relates to their interactions with persons of the opposite sex. Additionally, remarks and actions that include references to homosexuality that are meant to demean, humiliate, and embarrass others are never to be tolerated. Sexual Harassment may become a bullying situation when either the actions and words or the targets are consistent.

Cyber bullying is bullying activity communicated through formats including but not limited to; email, IM, PAN's, texting, social networking, Skype, You Tube, or other electronic publications which causes material and/or substantial disruption to school activities regardless of geographic origin and will not be tolerated. The school will take appropriate actions in response to cyber bullying, including notification of law enforcement officials when appropriate. Students and families are encouraged to notify school authorities immediately and document the activity.

Prior Learning activities such as stories, role playing, theatre performances, movies, puppet shows, etc. are included in curriculum where appropriate to inform, educate, and empower students to recognize, report, and if able, to stand up against bullying behaviors.

The policy was created by staff members of St. Elizabeth School. The consequences reflect the belief by our staff that bullying can begin at a very young age and prompt intervention can change the behavior. Bullying does occur in all grades. Most bullying behaviors in older students occur when a teacher or caregiver is not present. Therefore parents and teachers will encourage students to report instances that they experience or witness. When a staff member does observe a bullying situation, prompt and effective action must be taken, so the message is clearly sent to the bully, targets, and bystanders that bullying behavior is wrong and will not be tolerated. Just as each child is unique, so is each bullying situation. The behaviors and consequences listed below are designed to educate the parent community and to set parameters within which the teachers and administration can operate. Parental cooperation and support for the school in these unpleasant situations is expected. Our goal is to change this negative behavior and replace it with positive and Christian peer interactions. All people are to be treated with respect and dignity no matter the differences or the circumstance.

Suggestions for parents of children who may experience bullying.

1. The child should be encouraged to identify the bullying behavior and tell the bully to stop. Work with your child to practice these "I" statements. **I** don't like

- that. I will tell. I don't deserve to be treated this way. Say it firmly and in a loud voice. This helps to empower the target student and may alert a teacher that there is a problem.
2. Discuss the difference between mean or thoughtless behaviors and bullying. Bullying is a repeated offense.
 3. Empower your child to tell his/her teacher about bullying. This could include situations that are witnessed, gossiped about, or experienced. Teachers need as much information as possible so they are able to investigate instances of bullying behavior. Where and when the bullying occurred and the names of students involved or who witnessed the incident are important.
 4. Teachers will investigate, speak to witnesses, gather data, and keep records of bullying incidents. These records are important in relation to the consequences of bullying behavior.
 5. If your child will not notify the teacher, parents are encouraged to do so.

Behaviors:

1. Put downs / teasing
2. Exclusion
3. Verbal, nonverbal and written threats
4. Gossiping
5. Physical threats
6. Physical aggression (pushing, shoving, fighting etc.)
7. Intimidation
8. Cyber bullying
9. Sexual harassment
10. Disrespect to students or property

The following rubric is a suggested progression of consequences for bullying behavior. As each situation is unique, administration reserves the right to deviate from the rubric as they deem appropriate.

Consequences:

Preschool – Kindergarten

1. Warning with an explanation.
2. Time out in the classroom with a teacher follow-up phone call that evening.
3. Christskill form sent home for parent to sign.
4. Child calls home from school immediately after the incident, is timed out away from other students but within the teacher's view.
5. Child must go home.

Grades 1 & 2

1. Time out in classrooms with a teacher follow-up phone call that evening.
2. Christskill form will be sent home to be signed by parent. Student will be separated from classmates at recess. An alternative form of exercise will be provided for the student.
3. Child calls home from school immediately after the incident. Child is separated from classmates in the Resource Room for the remainder of the day.
4. Parents are notified and must pick up the child and take them home.
5. If an incident occurs for the fifth time, the student is removed from the classroom and is sent to the school administration. Parents will be called to pick the child up immediately. An administrative meeting will be required before the student may return to class.

Grades 3, 4 & 5

1. Parent notification. Student will spend two days of recess and lunch period away from peers. Individual exercise will be supervised.
2. Parent notification. Student will make a written apology to the victim and his/her parents. One week of lunch and recess away from peers.
3. Parent notification. Personal apology to victim and parents in their home. Student will spend a day away from peers in the Resource Room. They will watch a film or read an anti-bullying publication. They will summarize the information contained.
4. Parent notification. Student will be sent home. A parent meeting with school administration will be required before the student may return.
5. Suspension with the possibility of expulsion.

Grades 6, 7 & 8

1. Parent notification. Student will make a written apology to the victim and his/her parents. One week of lunch and recess away from peers.
2. Parent notification. Student will make a personal apology to the victim and his/her parents in their home. The student will spend one week of lunch and recess away from peers. The student will remain after school for one week to provide service to the parish and school.
3. Parent notification. Personal apology to victim and parents in their home. Student will spend a day away from peers in the Resource Room. They will watch a film or read an anti-bullying publication. They will summarize the information contained.
4. Suspension with the possibility of expulsion.