

John Bidwell Elementary School Anti-Bullying Policy

John Bidwell is committed to each student's success in learning within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our school works to ensure that all students have the opportunity and support to develop to their fullest potential and share a personal and meaningful bond with people in the school community. Acts of bullying of students at Bidwell Elementary School is strictly prohibited. The school administration will promptly and fully investigate all acts of bullying. Students have the right to attend a bully-free school, and John Bidwell Elementary School will work diligently and collaboratively with all stakeholders in the community to prevent all types of bullying of Bidwell Students.

John Bidwell Student Bill of Rights:

Each student at John Bidwell Elementary School has a right to:

- Learn in a safe and friendly place
- Be treated with respect
- Receive the help and support of caring adults

Definition of Bullying

Bullying is a pattern of aggressive, intentional or deliberately hostile behavior that occurs repeatedly and over time. Bullying behaviors normally fall into three categories, physical, emotional, and verbal; and may include, but are not limited to, intimidation, assault; extortion; oral or written threats; teasing; putdowns; name-calling; threatening looks; gestures, or actions; rumors; false accusations; hazing, social isolation, and cyber-bullying

BULLYING IS:

- Intent to do harm
- Repeated over time
- Imbalance of power

SCOPE

This policy covers conduct that takes place in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles, and at bus stops. This policy also pertains to usage of electronic technology and electronic communication that occurs in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles, at bus stops, and on school computers, networks, forums, and mailing lists. This policy applies to the entire school community, including educators, school and District staff, students, parents and volunteers. (GLSEN, 2014)

PREVENTATIVE MEASURES

Reviewed 10/2018

1. Student Instruction/Awareness

Bullying will not be tolerated and all acts of bullying are strictly prohibited. Students will do the following to ensure that all acts of bullying never occur at John Bidwell Elementary School:

Student Rules about Bullying

- We will not bully others
- We will try to help others who are bullied
- We will include students who are left out
- If we know someone that is being bullied, we will promptly tell an adult at school and at home

2. Staff Awareness/Action

Staff at John Bidwell Elementary School will engage in the following activities and actions in order to prevent bullying and maintain a safe environment for students:

- Closely supervise children in all areas of the school and playground
- Monitor for signs of bullying
- Address bullying when it happens
- Model appropriate behavior for students

Additionally, the school will follow all SCUSD regulations and Education Code guidelines in order to prevent bullying. John Bidwell will raise bullying awareness and create opportunities for response training to bullying for staff.

3. Student/Parent Action

John Bidwell Elementary School encourages students and parents who become aware of an act of bullying to immediately report the incident(s) to a school administrator for further investigation. Students who retaliate against those who report bullying shall also be subject to investigation and disciplinary action.

4. Reporting Requirements

- Staff, students, parents and others are required to report bullying
- The Report of Suspected Bullying Form will be completed to document bullying behavior when bullying is observed or reported by students, parents or others
- The completed form is immediately given to the designated site administrator
- The designated site administrator investigates the allegations

ANONYMOUS REPORTING

- The district is utilizing the WeTip Bullying Report Hotline (1-855-86-BULLY)
- WeTip should be publicly posted and all staff, parents, and students should be notified annually

- WeTip will contact the district's bullying prevention specialist, who will send it to the site administrator

RESPONSE PROCEDURES

- Designated site administrator will investigate all reports of bullying and determine if bullying occurred
- If the report meets the SCUSD's definition for bullying, the administrator will within three days:
- Create a written student safety plan for the targeted student
- Create a written student action plan for the student who engaged in bullying behavior
- Contact the parents/guardians of the students involved
- The safety and action plan are placed in the student's cum and a copy of all the paperwork gets sent to the bullying prevention specialist

INTERVENTIONS/CONSEQUENCES:

Acts of bullying will be investigated by the site administration at John Bidwell Elementary School in an efficient and timely manner. Consequences may include but are not limited to the following:

- Restorative circles to repair harm **if the offender acknowledges harmful behavior** (**Peer Mediation** is not considered a best practice as conflict mediation between an aggressor and a target will make the imbalance of power that much greater).
- Loss of privilege
- Parent conference
- Counseling
- Suspension
- Expulsion
- Referral to local law enforcement agency.