

## **USD #477 INGALLS ANTI-BULLYING POLICY**

### **What is bullying?**

- Continued intentional hurt to another specific person
- Persistent, offensive, abusive, intimidating or insulting behavior, abuse of power which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress

#### **Bullying can be:**

**Emotional** -being unfriendly, excluding, tormenting, threatening, gestures

**Physical** - pushing, kicking, hitting, punching or any use of violence

**Racist** - racial taunts, graffiti, gestures

**Sexual** - unwanted physical contact or sexually abusive comments

**Verbal** - name-calling, sarcasm, spreading rumors, teasing

#### **Our Aim:**

- To prevent bullying so we can create a safe, peaceful and respectful atmosphere in and around school
- To encourage everyone at our school to take responsibility for stopping and preventing ALL bullying
- We want our school to be bully free, where people co-operate with one another
- We want our school to be a welcoming and happy place, where no student dreads coming to school

### **How our school can prevent bullying?**

- By treating allegations of bullying very seriously
- By promoting positive attitudes towards each other
- By punishing bullies to show it is unacceptable and helping them to change their behavior
- By everyone following the same guidelines

### **As a student of our School I can...**

- Expect to be treated with respect & to be safe from persistent bullying
- If I see someone being bullied to help them not ignore it
- Tell a teacher if I see someone being bullied
- Become a friend to the person being bullied to show the bully it is not acceptable
- Expect that serious action will be taken against me if I bully others

### **As a victim of bullying, there are a number of things I can do...**

- Expect help if I am being bullied
- Tell my friends to help share the burden
- Tell my family
- Speak to my teacher
- Speak to the Principal
- Put a note in the Bullying box

### **If I bully someone, I can expect...**

- My teachers to be aware that I am bullying
- To be spoken to and dealt with by the Principal
- Help towards changing my behavior and attitude so I can stop myself from doing it in the future
- The incident to be investigated and appropriate action to be taken against me, verbal warning, and parents informed, detentions, in-school or out-school detention (dependent on the seriousness and number of incidents.)

### **Staff is expected to deal with the situation by...**

- Intervening as early as possible
- Recording exactly what was seen or heard, pupils involved, date and time
- Using the no blame approach. Hear both sides. There may be more to this than meets the eye.
- If necessary, record the incident on the appropriate form and return to the office.
- Reporting it to the Principal.
- Speaking with the bully so they are aware that teachers know what is happening.

#### **Ingalls USD 477 Elementary Bullying Policy**

##### **BULLYING**

Bullying of any type shall not be tolerated in the school setting. Ingalls Elementary School will endeavor to maintain a learning and working environment free of bullying. Bullying is defined as the act of one or more individuals intimidating one or more individuals through either verbal, physical, mental, cyber bullying through electronic devices or written interactions. Bullying can cause undue anxiety relative to attending school, playing on the playground, participating in or attending activities, or riding on the bus. This can adversely affect student or employee performance.

#### **Ingalls USD 477 Middle School /High School Bullying Policy**

##### **BULLYING**

Adopted 5-19-08

Bullying of any type shall not be tolerated in the school setting. Ingalls High/Middle School will endeavor to maintain a learning and working environment free of bullying. Bullying is defined as the act of one or more individuals intimidating one or more individuals through either verbal, physical, mental, or written interactions. Bullying can cause undue anxiety relative to attending school, playing on the playground, participating in or attending activities, or riding on the bus. This can adversely affect student or employee performance. Examples of bullying include but are not exclusive to: 1. Intimidation – either physical or mental 2. Threats of any kind. 3. Assault – verbal, physical, mental, or toward property. 4. Cyber-bullying The school board expects administrators and supervisors to make it clear to students and staff that bullying in the school building, on school grounds, on the bus, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension or expulsion of students, and termination for employees.