

# Bullying Prevention Policy

Effective Date: 8/31/2015

The Bullying Prevention Policy is for the upcoming 2015-2016 school year and will be available on our school website: <http://hs.franklintowne.org/>

Our staff reviews the Bullying Policy yearly at our pre-service professional development sessions in August, and direct all bullying incidents to the Dean of Students and the Director of Student Services.

Franklin Towne Charter High School has always had a strong and active set of policies in place to minimize bullying in the school environment.

## Bullying Intervention/Prevention Program

Franklin Towne Charter High School (FTCHS) is committed to making the school a safe and caring environment for all students, faculty and staff. Members of the school community will treat each other with respect and refuse to tolerate bullying of any kind.

The Board of the School recognizes the negative impact that bullying has on student health, welfare and safety and on the learning environment at school. Bullying is prohibited on all school property, at school-sanctioned activities or events, when students are being transported in vehicles dispatched by the school, and off school property when such conduct has a nexus to the school or any school curricular or non-curricular activity or event.

"Bullying" will be defined as written or verbal expression, physical or electronic act, or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental or emotional harm to any student, staff or faculty member. Bullying is prohibited against any student and will not be tolerated; this may include but not be limited to behavior that is directed toward a student on the basis of his or her academic performance or against whom federal and state laws prohibit discrimination.

All administrators, teachers, staff and students share the responsibility to ensure that bullying does not occur at school, on school property, at school-sanctioned activities or events. This also includes transportation of students, staff or faculty in any vehicle dispatched by the school, off school property when such conduct has a connection to school curricular or non-curricular activity or event.

1. All students who believe they have been victims of bullying in any such circumstance shall immediately report to an administrator or teacher at the school.
2. All students who witness student bullying in any such circumstance shall immediately report to an administrator or teacher at the school.

3. All administrators and teachers who have bullying incidents reported to them, shall promptly forward the report(s) to the Dean of Students.
4. All administrators, teachers and staff who witness student bullying in any such circumstance shall immediately take appropriate action to stop the bullying, and shall promptly report the bullying to the Dean of Students.
5. The Dean of Students takes the information given, and conducts a full investigation individually interviewing all witnesses, relevant parties, viewing social media sites if applicable, etc.
6. Based on the information obtained in the investigation, the Dean of Students makes a determination if the event in question is an example of bullying, harassment, or conflict between students.
  - o If the event is an example of bullying, the student(s) will be referred to our bullying prevention program.
  - o If the event is an example of conflict, the student(s) will be referred to our conflict resolution program.

**Bullying Intervention/Prevention Program:**

Any student who has committed an act of bullying will be subject to disciplinary action outlined in the student code of conduct, along with participating in our bullying intervention/prevention program. The student will sign a bullying and harassment contract.

-After meeting with the Dean of Students or their guidance counselor, the student will participate in 6 separate sessions designed at modifying a student's bullying habits.

1. Student will complete a research based worksheet designed on educating a student about bullying. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.
2. Student will watch a video and complete a series of questions focused on stopping verbal bullying behaviors. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.

3. Student will complete a worksheet based on appropriate reactions to bullying and having respect for their classmates. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.
4. Student will watch a video and complete a series of questions focused on bullycide and verbal abuse. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.
5. Student will watch a video and complete a series of questions focused on cyberbullying. Student will go over the worksheet with their guidance counselor when finished, and discuss appropriate answers. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.
6. Student will complete a reflection essay on the incident that led to them entering the program, taking into account all of the information they have learned about bullying in the program. They will have to answer reflective questions such as, “why did it happen? Was your behavior the right thing to do? What are the consequences? How did it make the other person feel? What did you learn from the experience? At this point in time, would you have handled the situation differently? How so?”. If the guidance counselor feels the student is prepared to move on to the next step in the program, they will assign them an appointment for the next session. If the guidance counselor does not feel the student is prepared to take the next step in the program, they will repeat a more focused version of this step under with the guidance counselor.

### **Conflict Resolution Program:**

Any student who has committed an act that violates the FTCHS code of conduct that is in direct conflict with other students will be subject to disciplinary action outlined in the student code of conduct, along with participating in our conflict resolution program.

-After meeting with the Dean of Students or their guidance counselor, the student will participate in several sessions with their guidance counselor designed at modifying a student's habits and behaviors that lead to conflicts with other students.

1. The student will sign a bullying and harassment contract. The student will also outline in writing the issues that led to the conflict, and discuss these issues with their guidance counselor. Together with their guidance counselor, they will discuss the appropriate behaviors the student should have exhibited in that instance. Student will be given explicit directives moving forward with how they should interact with their fellow classmates, as well as repercussions for violating those directives.
2. Guidance counselor will meet with the student again within 5 days of the incident to further investigate if the conflict has continued, taking appropriate action if it has.
3. Guidance counselor will meet with the student again 2 weeks after the incident, again to investigate if the conflict has continued, taking appropriate action if it has.