JERSEY ELEMENTARY SCHOOL ANTI-BULLYING POLICY

Our school's social vision

At Jersey Avenue Elementary School believe that every student should feel accepted for who they are and able to enjoy their time at our school free from bullying and harassment.

Purpose of this policy

Bullying and harassment stand in the way of our social vision. This policy prohibits harassment and bullying at Jersey Elementary School during the school and after-school program, at school field trips, school sponsored events, and when students are traveling to and from school. It describes our school's procedures to prevent and stop bullying and prohibits reprisal or retaliation against any person who reports bullying. This policy applies to all students, teachers, staff, specialists, and anyone who works on our campus, whether employed by the school or district, working as contractors, or volunteers.

Definitions

Bullying is different from conflict. It occurs when a student, or group of students, repeatedly try to hurt, humiliate or get power over another less powerful student in any of the following ways.

- **Physical bullying** is when a student uses physical force to hurt another student e.g. by hitting, pushing, shoving, kicking, taking a student's belongings or stealing their money.

- **Verbal bullying** is when a student uses words, images or gestures to intimidate or humiliate another student e.g. by taunting, name-calling, teasing, put-downs, insults, threats and blackmail.

- **Relational bullying** is when a student excludes or isolates another student e.g. through leaving them out, manipulating others against them, or spreading gossip or rumors.

- **Cyberbullying** is when a student uses their cell-phone, text messages, e-mails, instant messaging, chats and websites (such as Facebook, Twitter, You Tube or Instagram) to bully another student in any of the ways described above.

Bullying may at times amount to **harassment**. It is harassment to target a student online or face to face because of their actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or because they are associating with a student or group of students with one or more of these actual or perceived characteristics.

It is **sexual harassment** to target a student with unwanted sexual comments, gestures, attention, stalking and physical contact that cause a student to feel uncomfortable or unsafe at school, or interferes with schoolwork. This is dealt with further in the school's sexual harassment policy.

Our school does not tolerate bullying or harassment for any reason. You are breaking the law if you harass anyone at our school. It is a serious breach of the school rules if a student takes revenge or asks someone to threaten or hurt a student that has reported bullying or harassment.

How students can end bullying

Bullying and harassment cause pain and stress to students and are never justified or excusable as "just teasing" or "just playing." When a student stands by doing nothing, or laughs or posts comments online when others bully, they are participating in bullying.

The students at Jersey have agreed to join together to treat others with respect both online and face-to-face so that we keep our campus bully-free.

All students agree to:
- Value student differences and treat others with respect both online and face-to-face.

- Use Stop, Walk or Talk when I or others around me are the target of bullying

- If I cannot safely stop the bullying, to walk away and seek help from any teacher or trusted adult on campus.

- Never take revenge or ask someone to hurt a student that has reported bullying.

Our school takes a problem-solving approach to bullying. We have staff members trained as **Solution Coaches** to bring together a Solution Team of students and ask them to end bullying situations. Most Solution Teams successfully end bullying situations after one or two meetings without using punishment.

Staff, Teacher and Parent Response to Student Harassment and Bullying

Our school follows a four-level system for preventing and responding to bullying and harassment

Level 1 – Prevent & Interrupt
- All teachers, staff, students and volunteers support a campus-wide system for preventing and stopping harassment and bullying.
- If any teacher or staff member witnesses an act of harassment or bullying, he or she shall take immediate steps to intervene and redirect students provided it is safe to do so.
- If a parent or guardian knows or suspects that their child is being harassed or bullied, encourage your student to use the stop, walk or talk method or to seek help from any trusted adult on campus. If this does not solve the situation, inform your student's classroom teacher. The school can only help you if you trust us with the problem and tell us what is happening.

Level 2 – Check in with target of bullying and notify a Solution Coach or the Principal
- All members of school staff are encouraged to watch out for students who appear to be isolated from other students, who are put down by other students behind their back, or who

show signs of being bullied.
- If any staff member knows or suspects that a student is the target of ongoing bullying or harassment (i.e. it has happened more than once and is likely to continue), he or she shall check in with the student as soon as reasonably possible. If this appears to be ongoing bullying or harassment, he or she shall complete a Solution Team Referral Form and provide it to the Lead Solution Coach

Level 3 – Solution Team, Progressive Discipline and other responses
Our school uses a variety of methods to prevent and end harassment and bullying. We may use Solution Teams®, progressive discipline with increased consequences if behavior continues, and suspension or expulsion.
- If a Solution Team is appropriate, a Solution Coach will meet with target of bullying and offer to convene a Solution Team to bring the bullying to an end. The Solution Team is a team of 6-8 students that includes the bullying students, bystanders, and students who are positive role models. The Solution Coach records progress using a Solution Team Log and shall report progress to the principal.
- If progressive discipline, suspension, or expulsion is appropriate, the principal will meet with the bullying student, and involve their parents and teachers when determining consequences.
- *In all cases of bullying, the principal will document and retain all the information of the incidents of bullying.*

Level 4 – Implement an Empathy-Building Action Plan
If a pattern of harassment or prejudice is apparent across an entire class or grade, the Solution Coach and other relevant school staff implement a plan to teach respect for differences and create a supportive peer culture.