

Natcher Elementary

Bullying Plan

2015-2016

William H. Natcher Elementary School is committed to a safe and civil educational environment for all students, employees, volunteer and patrons, free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentional written, verbal, or physical act. "Intentional acts" refers to the individual's choice to engage in the act.

- Physically harms a student or damages the student's property.
- Cyber bullying
- Relational Bullying
- Has the effect of interfering with a student's education (for example: unable to concentrate/complete work, refusal to come to school, failure to succeed, etc.).
- Is persistent, creating an intimidating or threatening educational environment.
- Has the effect of disrupting the orderly operation of the school (lining up, restroom breaks, cafeteria, transitions, etc.)
- Damages the student's self-esteem.

Harassment, intimidation or bullying can take many forms such as: Emotional and Physical Bullying which include: slurs, rumors, jokes, innuendo's, demeaning comments, gossiping, drawing cartoons, pranks, gestures, physical attacks and threats, or other written, oral or physical actions. Cyberbullying, which consist of bullying through: e-mails, text messages, instant messaging, social media, or through other forms of technology. Relational Bullying is defined as students trying to control each other's relationships

Bullying differs from peer quarreling and cruelty in that there is an imbalance in power, either real or perceived. Victims of bully behavior have difficulty defending them, and are somewhat helpless against the bully. Many behaviors that do not rise to the level of harassment, intimidation, or bullying are still prohibited by other building and classroom rules.

Complaint Process:

- Anyone may report harassment, intimidation, or bullying through the Report-A-Bully link located on Natcher Elementary's website. This process is reviewed throughout the school year. Information is also posted throughout the school, and included in newsletters.
- Teachers/staff members will establish a system for receiving anonymous complaints (for example: a box by the desk or the student may request to go talk with the counselor).
- Reports may be made to any staff member including but not limited to the administration, teacher, counselor, instructional assistant, custodian, secretaries, etc.

- Complainant(s) should not be promised confidentiality at the beginning of an investigation. Efforts will be made to increase the confidence and trust of the person making the complaint.
- Student complainants may have a parent or trusted adult with them, if requested, during any investigatory activities.

The following process shall be followed:

1. If a Report-A-Bully form is completed, the counselor will investigate the report (It is sent directly to the counselors email). The counselor will inform administration, and they will investigate the situation.
2. If the bullying incident is reported to the teacher, the teacher will listen to the student's complaint about specific acts or circumstances that have occurred resulting in harassment, intimidation or bullying.
3. The teacher will investigate all complaints of harassment, intimidation or bullying, and other information. If a further investigation is required, the teacher will contact administration for further action.
4. The administration will investigate further to resolve the situation following the remedies listed below. If the situation is not resolved to the complainant's satisfaction, the complainant will be referred to the Central Office.
5. Corrective measures will be implemented as quickly as possible.

Remedies may include:

- Educational programs – PBIS anti-bully program will be implemented, and “Steps to Respect” (research-based), and the “7 habits of Happy Kids,” will be used to teach students about bullying and promote a positive school climate.
- A general public statement from the administration reviewing harassment, intimidation and bullying policy without identifying the student, parent, or guardian.
- The student(s) will be encouraged to tell the person responsible that their actions are unwelcome and inappropriate either in writing or face-to-face if it is a case of peer quarreling or cruelty.
- A statement from a teacher/staff member to the perpetrator that the conduct is not appropriate and may lead to an office referral.
- Restoring a positive climate within the classroom and support for the victim.
- Educating students, faculty/staff, and parents on ways to stay bully free. Students will be provided with age-appropriate information on the recognition and prevention of harassment, intimidation or bullying. (Anti-bully Week)
- Guest speakers. For example: “Kids on the Block,” and “Hope Harbor.”
- Both students (complainant and perpetrator) involved in the bullying, harassment, or intimidation will be encouraged to talk with the guidance counselor.
- The guidance counselor may conduct counseling sessions.

- The perpetrator will receive an office referral and consequences appropriate for the offense will be enforced if allegations are true (for example: MBC room, loss of privileges, recess, seating arrangements, parent contacted, etc.)
- In severe cases that go beyond school, law enforcement may be contacted.
- False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.