



Provo City School District

Bully Prevention Policy & Procedures

Teacher Training

2014

Utah Administrative Code

R277-613-4. LEA Responsibility to Create Bullying Policies.

F. The policy shall provide that students, staff, and volunteers receive training on bullying, cyber- bullying, hazing and harassment from individuals qualified to provide such training. The LEA shall determine how often training shall be provided.



Any bullying, cyber-bullying, harassment, hazing, or retaliation that is found to be targeted at an individual because of his/her race, color, religion, sex, national origin, disability, sexual orientation including gender expression or identity and/or any other classification protected by law is further prohibited under federal antidiscrimination laws and is subject to compliance procedures from the U.S. Department of Education, Office of Civil Rights.



Definition

Bullying means intentionally or knowingly committing an act that endangers the physical health, safety or emotional welfare of a student or employee for the purpose of creating fear of harm to the student or employee or harm to the property of the student or employee.

Typically, bullying is behavior that is intended to cause personal harm or distress, exists in a situation or relationship in which there is an imbalance of power or strength, and may be repeated over time. The conduct described in this policy constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in the conduct.



Definition

Physical Bullying involves brutality of a physical nature that endangers the physical health and safety of a student or employee that includes, but is not limited to:

- Pushing
- Grabbing
- Pinching
- Whipping
- Beating
- Branding
- Bruising
- Electric shocking
- Shoving
- Poking
- Tripping
- Kicking
- Hitting
- Placing harmful substance on the body
- Exposure to the elements
- Destroying property
- Consumption of food, liquor or drugs
- Forced or coerced act of sexual nature
- Physical obstruction of movement



Definition

Psychological Bullying includes, but is not limited to:

- Socially isolating an individual
- Making demeaning or sarcastic comments or gesture
- Engaging in threatening comments or behavior



<http://www.sheknows.com/parenting/articles>



Definition

Verbal/Written Bullying includes, but is not limited to:

- Name calling
- Mean teasing
- Spreading false rumors
- Intimidation
- Sexual comments
- Harassing
- Threatening comments or behavior that is communicated verbally or in writing



Definition

Cyber-Bullying means using the Internet, a cell phone, or other device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video or image will hurt, embarrass, intimidate, harass, express aggression towards, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.



Definition - Cyberbullying

Examples include, but are not limited to:

- Sending mean, vulgar, or threatening messages or images
- Posting sensitive or private information about the target
- Pretending to be someone else to hurt a person
- Rude comments, lies
- Transmission or inappropriate, unflattering, or embarrassing pictures, photographs, or videos
- Stalking
- Threats
- Extortion
- Harassment



Definition

Hazing means intentionally or knowingly committing an act that:

- a. Endangers the physical health and safety of a student or employee;
- b. Involves brutality of physical nature such as pushing, grabbing, pinching, whipping, beating, branding, calisthenics, bruising, electric shocking, shoving, poking, tripping, kicking, hitting, placing a harmful substance on the body, exposure to the elements, or destroying property;
- c. Involves consumption of any food, liquor, drug, or other substance;
- d. Involves other physical activity that endangers the physical health and safety of a student or employee;



Definition - Hazing

- e. Involves any forced or coerced act or activity of a sexual nature or with sexual connotations such as demanding a person to remove articles of clothing or expose or touch private areas of the body; OR
- f. Involves the physical obstruction of a student's or employee's freedom to move; AND:
 - 1. Is done for the purpose of initiation or admission into, affiliation with, holding office in, or a condition for membership or acceptance, or continued membership or acceptance, in any school or school-sponsored team, organization, program, or event, OR
 - 2. If the person committing the act knew that the student or employee is a member of, or candidate for, membership with a school or school-sponsored team, organization, program, or event which the person committing the act belongs to or participated in.

The conduct described herein constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in the conduct.



Definition

Harassment means repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for that individual.



<http://drmommyonline.com/coping-with-bullying>



Definition

Retaliation means an act of communication intended as retribution against a person for reporting bullying, harassment or hazing or to improperly influence the investigation of or the response to a report of bullying, harassment or hazing.



<http://mynorthwest.com/>



Bullying vs Normal Conflict – right of passage?

Normal Conflict

- Happens occasionally
- Accidental
- Not serious
- Equal emotional reaction
- Not seeking power or attention
- Not trying to get something
- Remorseful – takes responsibility
- Effort to solve the problem

Bullying

- May happen repeatedly
- Done on purpose
- Serious threat of harm
- Victim has strong emotional reaction
- Imbalance of power
- Trying to get material items
- No remorse - blames victim
- No effort to solve the problem



The Three Ps of Bullying



Power

<http://www.cnn.com/>



Pain

<http://www.cnn.com/>



Persistence

<http://oneshetwoshe.com/>



Signs of Being Bullied

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches, feeling sick or faking illness
- Changes in eating habits - suddenly skipping meals or binge eating
- Difficulty sleeping or frequent nightmares
- Declining grades, not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviors



People At Risk of Being Bullied

- ♦ Perceived as being different from their peers, such as being over weight or underweight, wearing glasses or different clothing, being new to a school, or being unable to afford what kids consider “cool”
- ♦ Perceived as weak or unable to defend themselves
- ♦ Depressed, anxious or have low self esteem
- ♦ May be popular or unpopular
- ♦ Seen as annoying, provoking, or antagonize others for attention



Bullying Occurs with All Ages

Bullies may be:

Students



<http://eduboard.com/blog>

Parents



<http://articles.chicagotribune.com/>



<http://www.recorder.com/>

Teachers



<http://www.recorder.com/>

Administrators



Who are Bullies?

People who bully typically:

- They like to feel powerful and in control
- Often come from homes that use physical punishment to discipline
- Have caregivers who are uninvolved and lack warmth
- Are often defiant toward authority figures and are apt to break rules
- Are aggressive or easily frustrated
- Think badly of others
- Have been bullied in the past



Top 5 Ways Educators can Stop Bullying

1. **Create a Safe & Supportive Environment**

- ♦ Establish a culture of inclusion and respect that welcomes all students
- ♦ Monitor bullying “hot spots” in and around the building
- ♦ Set a tone of respect in the classroom

stopbullying.gov



Top 5 Ways Educators can Stop Bullying

2. Manage Classrooms to Prevent Bullying

- Develop rules with students so they set their own climate of respect and responsibility
- Reinforce the rules by making expectations clear
- Keep requests simple, direct and specific

stopbullying.gov



Top 5 Ways Educators can Stop Bullying

3. Stop Bullying on the Spot

- Intervene immediately
- It's ok to get another adult to help
- Don't talk to the kids involved together – only separately
- Don't make the kids involved apologize or patch up relations on the spot

stopbullying.gov



Top 5 Ways Educators can Stop Bullying

4. Find Out What Happened

- Get the facts
- Keep all children involved separate
- Listen without blaming
- Don't call the act “bullying” while getting the facts

stopbullying.gov



Top 5 Ways Educators can Stop Bullying

5. **Support the Kids Involved**

All kids involved in bullying – whether they are bullied, bully others, or see bullying – can be affected.

It is important to support all kids involved to make sure the bullying doesn't continue and effects can be minimized.

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De-

Maintain Control of Your Emotions

DO: Appear calm, centered, and self-assured; use a modulated low tone of voice. Be aware of options.

Be respectful even when firmly setting limits or calling for help. If you feel you are losing control, call on a colleague, an administrator, security, or (in serious cases) your school resource officer or the police for support.

DON'T: Be defensive even if the comments or insults are directed at you.

Safe Supportive Learning



Communicate Effectively Nonverbally

DO: Allow extra physical space between you and the aggressor, get to the same eye level (kneel, sit, or stoop as needed), keep your hands out of your pockets to protect yourself, and stand at an angle to the student.

DON'T: Turn your back, stand full front to the student, maintain constant eye contact, point or shake your finger, smile, or argue.

Safe Supportive Learning



De-es

De-escalate the Discussion

If

DO: Trust your instincts, empathize with feelings but not with the behavior, suggest alternatives, and explain limits in a firm but respectful tone.

DON'T: Get loud, yell, scream, argue, or analyze.

Safe Supportive Learning



Bystanders

Bystanders provide bullies an audience, and often actually encourage bullying.

Explain this type of behavior is wrong, will not be tolerated, and that they have a right and a responsibility to stop bullying.

Identify yourself as a caring adult that they can always approach if they are being bullied and/or see or suspect bullying.

National Education Association



If just one person watching a bullying situation
steps in and says “Stop it”
the bullying will cease in half the cases
within 10 seconds.

bully4u



<http://www.girlslife.com/>





PROVO CITY SCHOOL DISTRICT PROCEDURES

Staff Intervention

All staff members shall intervene when witnessing or receiving reports of harassment, intimidation or bullying.

Minor incidents that staff are able to resolve immediately, or incidents that do not meet the definition of harassment, intimidation or bullying, may require no further action under the district's procedures.



Reporting Bullying

Who should report bullying?

- A student or an employee who is a target of bullying
- A parent, teacher, or any other individual who is aware of bullying
- A school teacher or administrator to whom a complaint is made or who otherwise becomes aware of an incident of bullying

****All incidences are reported to the school administration.**



Incident Reporting Form

Any student who believes he or she has been the target of unresolved, severe or persistent harassment, intimidation or bullying, or any other person in the school community who observes or receives notice that a student has or may have been the target of unresolved, severe or persistent harassment, intimidation or bullying may report incidents verbally or in writing to any staff member.



Status of Reporter

Anonymous

Individuals may file a report without revealing their identity. No disciplinary action will be taken against an alleged aggressor based solely on an anonymous report.

Possible responses to an anonymous report include enhanced monitoring of specific locations at certain times of day or increased monitoring of specific students or staff.

(Example: An unsigned Incident Reporting Form dropped on a teacher's desk led to the increased monitoring of the boys' locker room in 5th period.)



Status of Reporter

Confidential

Individuals may ask that their identities be kept secret from the accused and other students.

Disciplinary action may take place based on a confidential report only if the school administrator has allowed the identified aggressor to also give a report, and has then determined that discipline is warranted.



Status of Reporter

Non-Confidential

Complainants agreeing to make their complaint non-confidential will be informed that due process requirements may require the district to release all information it has regarding the complaint to any individuals involved in the incident, but that even then, information will still be restricted to those with a need to know, both during and after the investigation.

The district will, however, fully implement the anti-retaliation provision to protect complainants and witnesses.

