



Bullying

INVESTIGATION, ENFORCEMENT, REPORTING, PREVENTION

Policy JICK & JICK-R

While Bullying is a GSRR violation and is treated as such, there is also specific GB policy which should be noted.

This policy provides a definition as well as guidance on how to handle investigation and reporting on bullying incidents.

Bullying Is:

Bullying: Bullying may occur when a student or group of students engage in any form of behavior that includes such acts as intimidation and/or harassment that has the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm or damage to property;

is sufficiently severe, persistent or pervasive that the action, behavior, or threat creates an intimidating, threatening, or abusive environment in the form of physical or emotional harm;

occurs when there is a real or perceived imbalance of power or strength; or

may constitute a violation of law.

Where Bullying Happens

-Physical Proximity

-Social Media

-Direct Messaging (texts)

Cyberbullying

- Creating a hate group about someone
- Posting mean comments online
- Photoshopping someone's photo to embarrass them
- Recording and posting fight videos
- Spreading rumors and gossip through text messages
- Stealing someone's identity to create a fake profile

NetSmartz Workshop



Reporting

Students or parents may report verbally or in writing, but a verbal report must be documented in writing and a written report must be given to the principal or designee within 1 day. (Use JICK-E1)

Bullying Report Phone Line soon available.

Must be investigated ASAP but no later than 2 days.

Discipline will be applied as per GSRR but victim and parents must be notified. FERPA still applies.

Information re Bullying must be presented to students and parents:

- occur during the first (1st) week of each school year;
- be posted in each classroom and in common areas of the school;
- be summarized in the student handbook and on the District website
- be provided to each incoming student during registration.



Bullying vs. Conflict

Many reports of bullying may be examples of student conflict, sometimes one sided, sometimes mutual.

What makes it bullying as opposed to conflict?

When investigating any complaint of bullying, the principal must be aware, even when a designee (AP, Dean, etc) is doing the investigation.

Communicating with the parents is key, help them understand what the incident is coded as and generally how it is being handled (FERPA).

Counselor should provide follow up with the victim afterwards and provide home communication.

Prevention

What methods do students have to report issues at your school? Is it safe? Anonymous if needed?

What prevention programs do you have in place? Are bystanders empowered to appropriately intervene?

Best Practices

Advanced Communication – Explaining the process to students and parents.

How to handle the parent call – Review of process, seriousness of the matter, frequent communication.

Continued Follow Up – Counselor checking in, periodic check-ins.