

Thurgood Marshall Elementary Anti-Bullying Policy & Procedure

Anti-Bullying Policy

Everyone at Thurgood Marshall Elementary is committed to making our school a safe and caring place for all students. We are committed to fostering a school in which harassment, intimidation, or bullying in any form will not be tolerated. Our school defines bullying by three primary characteristics: Bullying is mean or hurtful behavior that is usually repeated over time, it is one-sided and occurs in a relationship where there is an imbalance of power, and intends to cause harm or distress and/or has a serious harmful or a distressing impact on the targeted student.

Students know our bullying definition as: Bullying is unfair and one-sided. It happens when someone repeatedly hurts, frightens, threatens or leaves someone out on purpose.

Bullying behaviors may include the following:

- Hurting someone physically (hitting, kicking, tripping or pushing)
- Stealing or damaging another person's property
- Ganging up on someone
- Teasing someone in a hurtful way, or name calling
- Using put-downs, such as insulting someone's physical characteristics, race, gender identity, or making fun of someone due to their skill or abilities
- Touching or showing private body parts
- Spreading hurtful rumors about someone
- Leaving someone out on purpose, or trying to get other kids not to play with someone
- Threatening
- Any of the above behaviors using written, verbal, non-verbal, physical acts, or any electronic communication with the intention of harassing another person

To prevent bullying, **students** at Thurgood Marshall are expected to:

- Treat each other respectfully
- Refuse to let others be bullied by being an ally or an "upstander"
- Refuse to bully others
- Try to include everyone in play, especially those who are often left out
- Report bullying to an adult

Teachers and staff at Thurgood Marshall will do the following:

- Closely supervise students in all areas of the school and playground
- Watch for signs of bullying and stop it when it happens
- Respond quickly and sensitively to bullying reports to ensure the safety of all students
- Investigate reported bullying incidents
- Teach the children who are targeted how to refuse the bullying
- Create a student safety plan with the student being bullied
- Work closely with the children who bully others to teach them other ways to exert their leadership and power in a positive direction
- Ask for parental support to partner in supporting all children
- Involve an administrator to assign consequences for bullying according to our school's discipline code

Scope:

Our school's consequences for bullying apply when bullying happens:

- **On school grounds:** Immediately before or after school hours, during school hours, or at any other time when the school is being used by a school group
- **Off school grounds:** At a school activity, function, field trip, or event
- **When traveling to/from school:** To or from school or a school activity, function, or event
- **On or off school grounds:** When behavior has caused significant disruption to the learning environment or interfered with an individual's ability to learn (including online activities)

Reporting:

It is our school's expectation that all bullying incidents be reported by students, staff, faculty, and families. Teachers and staff witnessing or who become aware of a bullying situation are trained to address it right away with the 4A Process: Affirm, Ask, Assess, and Act. Teachers will fill out a bullying reporting form and help the student being targeted create a student safety plan. If needed, referrals can also be made to the school counselor or directly to an administrator after a report has been filled out and a safety plan created.

We ask **parents** to:

- Report bullying behavior to the classroom teacher, counselor, or principal
- Not confront/talk to the student who is bullying, but rather refer the issue to a staff member

Prevention, Investigation, and Reporting:

Our school takes a proactive approach to dealing with bullying by providing the following training and prevention education to our staff and students:

- Social skills lessons are a regular part of the curriculum with our school counselor. We utilize the *Second Step* program and the *Bullying Prevention Unit* materials.
- All staff participate in a Bullying Prevention training, learning to recognize and respond to bullying effectively.
- All staff are trained in how to coach and create student safety plans and how to appropriately follow up with students involved in bullying.

Once a bullying report is received, our school's administration will conduct an investigation. If it is determined that bullying has occurred, our school's administration will:

- Take appropriate disciplinary action
- Notify the family of the bullied student
- Notify the family of the student who bullied
- Create a behavior change plan for the student who bullied
- Provide consequences for anyone who retaliates against students who report bullying

Written records of all bullying incidents and their resolution will be maintained using the following forms:

- Our school's Discipline Tracking Form
- Student Safety Plan Form
- Student Behavior Change Plan Form

Consequences of Bullying:

There will be consequences and appropriate remedial action for those involved in bullying. The developmental maturity levels of the parties, the levels of harm, the nature of the bullying, the context in which the alleged incidence occurred, and the history of the parties involved will be considered when posing consequences. Our school will follow our hierarchy of consequences for bullying.