

# NativityMiguel School of Scranton

## Bullying Prevention Plan

### **Our Mission**

The administrators, counselors, faculty, and support staff are all committed to making Wingate Elementary a safe and nurturing learning environment. We strive to adhere to being positive role models. We honor the character traits of respect, trustworthiness, and courage, and have a zero-tolerance policy for bullying.

### **NativityMiguel School of Scranton Anti Bullying Policy**

The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited to acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

### **Definition of Bullying**

Bullying means the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted or emotional abuse or through attacks on the property of another. Bullying may include, but is not limited to, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats, and exclusion from peer groups.

Cyber-Bullying is defined as tormenting, threatening, harassing, humiliating, embarrassing, or targeting a student, by another student, using the Internet, interactive and digital technologies, or mobile phone.

### **Examples of bullying behaviors**

- Hurting someone physically (Examples – kicking, hitting, pushing, pinching, etc.)
- Hurting someone verbally (Examples – name-calling, putdowns, threatening words, teasing, etc.)
- Using inappropriate nonverbal motions (“bucking” up, making fists, rolling eyes, etc.)
- Stealing
- Demanding money or other items from a student.
- Leaving someone out of a group on purpose.
- Starting or spreading rumors in verbal, written, or online form.

## **Student Bullying Prevention**

- Treat everyone with respect and kindness.
- Refuse to be bullied by self-advocating.
- Report bullying of yourself or others to a staff member when you witness it.

## **Reporting Procedures for Staff and Students**

- Reporting boxes will be placed in multiple locations around the school for students to report possible bullying situations.
- Envelopes will be placed in each classroom to make reports. Teachers will check envelopes and pass along reports to counselors or administrators.
- Students can tell a teacher, counselor, staff member or another adult about a bullying situation verbally or in writing.
- Teachers report suspected bullying to the Principal and/or President for investigation.

## **Staff Bullying Prevention**

- Watch and listen carefully for bullying, especially in vulnerable areas (recess, lunchroom, bathrooms, etc.)
- Stop bullying when you see it, document when students say they are being bullied.
- Separate, spread out, and stay on watch.
- Have class discussions about respect and how to treat others.
- Make sure your students know the school's bullying policy.
- Classroom guidance lessons regarding bullying will be presented by the counselors.
- Follow the school's policy in enforcing the school's zero-tolerance against bullying.

## **Staff Response**

- If you see it, immediately go over and address it.
- When bullying is reported, teachers should take it seriously and respond quickly.
- Inform administration of the incident, if bullying is serious or a repeated behavior.

## **Dealing with a Bullying Situation**

- Determine what happened and who was involved. Use the school's bullying policy to decide if the report is bullying.
- If not bullying, handle appropriately based on classroom policies.
- If bullying, contact a counselor right away to discuss the situation.
- Based on the consultation with counselor, administration may be involved.
- Consequences will be based on consultation.

- Small group(s) will be created based on student need and lack of response to classroom guidance lessons.

### **Procedures for Addressing Bullying Behaviors:**

- First Offense: Handled by classroom teacher and/or school counselor
- Second Offense: School Counselor intervention
- Third Offense: Administrator and parental intervention

**\*Physical offenses are taken directly to Administration.**

### **Possible Consequences for Bullying**

- Note/phone call to parents
- Meeting with parents
- Written/verbal apology
- Silent lunch and/or interruption of recess
- Visit to Administrator for discussion/consequences (serious or repeated offenses)
- In school or out of school suspension (serious or repeated offenses)
- Referral to law enforcement (if deemed appropriate by administration)

### **Monitoring and Evaluation**

- Data will be collected on all incidents of bullying using a chart method to explore bullying behavior patterns.
- All students found to be either a target or aggressor will be counseled to help prevent future incidents.

### **Helpful Links for Bullying Prevention**

- [www.stopbullying.gov](http://www.stopbullying.gov)
- [www.stopcyberbullying.org](http://www.stopcyberbullying.org)
- <http://www.pacer.org/bullying/>
- <http://kidshealth.org/parent/positive/talk/cyberbullying.html>
- [www.brainpop.com/technology/computersandinternet/cyberbullying/](http://www.brainpop.com/technology/computersandinternet/cyberbullying/)
- [http://www.kidpower.org/library/article/prevent-bullying/?gclid=CJDj7Pezp8ACFVQV7Aodmw0A\\_A](http://www.kidpower.org/library/article/prevent-bullying/?gclid=CJDj7Pezp8ACFVQV7Aodmw0A_A)
- <http://www.kidscape.org.uk/> (addresses bullying prevention and sexual abuse prevention)
- <http://pbskids.org/itsmylife/friends/bullies/>