

ANTI-BULLYING
Revised 06-27-12

All pupils are expected to conduct themselves at all times in a manner that will contribute to the best interest of the school system and not infringe upon the rights of others. A violation of this policy will occur whether the conduct takes place on the school grounds at any time, off the school grounds at a school sponsored event/function, or at a school sanctioned event. Bullying is also prohibited while in school vehicles, on school buses, and at school bus stops. Bullying is a destructive behavior that will erode the foundational principles on which the school system is built. **The school will not tolerate any behavior that is classified under the definition of bullying and will take the necessary steps needed to eliminate such behavior.** For purposes of this policy, the definition of bullying shall include cyber bullying as outlined in Act 115 of 2007 and Act 905 of 2011.

Believing that prevention is the strongest means available in eliminating bullying, the school will offer programs or educational materials regarding the nature of bullying, its consequences should a student choose to engage in this type of behavior, and the procedures for reporting an incident which involves bullying. The information will emphasize that this district will not tolerate bullying and that school employees, volunteers, and students are encouraged to report instances of bullying without fear of consequences. Any report will take into account the age of the offending student, the level of seriousness of the behavior, and whether or not the offending student has developed a habit of engaging in bullying behavior. Appropriate measures will be taken in dealing with such students.

It will be considered a violation of the anti-bullying policy for any student to inflict bullying behavior, as defined in this policy, upon another student(s) or school staff. After completing an investigation of the reported incident, a student who is found to have participated in bullying behavior will be subject to disciplinary action that is appropriate for the degree of seriousness of the bullying behavior.

For purposes of this policy, bullying is defined as any written or verbal expression or physical act or gesture, or a pattern thereof, that is intended to cause distress or fear upon one or more students. A student will be found in violation of this policy if their conduct has been found to have the effect of humiliating or embarrassing a student (i.e. name calling, mean talk, etc.), and is sufficiently severe, persistent, or pervasive that it limits the student's ability to participate in, or benefit from, an educational program or activity.

Bullying behavior will generally be established when an individual has endured a pattern of offenses or when a single serious act is committed. The surrounding circumstances will play a part in determining what is or is not considered bullying.

Any employee who witnesses or has reliable information that a pupil has been the victim of bullying shall report the incident to the building principal.

Any person who files a complaint with the appropriate building principal will not be subject to retaliation or reprisal in any form.

Students who believe they have been victimized by a bully should notify the school counselor, their teacher, or the building principal, any of whom will assist in getting help for the child and take appropriate steps to ensure that bullying behavior is stopped. To the extent possible, complaints will be treated as confidential.

Definitions of Bullying

Here are four definitions to incorporate. Note the detailed examples we have provided as well.

Bullying

Anyone who repeatedly uses physical, verbal (including spoken and written language), and/or cyber forces in a negative manner toward or in regard to another person.

There are three types of bullying:

1) Physical Bullying:

The repeated use of force toward a person's body or personal belongings.

Examples:

Hitting, punching, shoving, kicking, tripping, spitting, elbowing, shoulder checking, pinching, flicking, throwing objects, hair pulling, restraining, inappropriate touching, damaging physical property

2) Verbal Bullying:

Repeatedly using negative and/or damaging words (including both spoken and written) toward or in regard to another person (with mal intent).

Examples:

Negative comments, name calling, lies, rumors, racial slurs, teasing, cussing, threats, fake compliments, using the R word (Retarded), sexual orientation attacks

3) Cyber Bullying:

Repeatedly using social media, email, or electronic devices in a negative manner toward or in regard to another person.

Examples:

Posting negative comments, fake profiles, sexting, making fun of photos, tagging photos, Twitter fights, posting negative videos, texting photos, negative status posts, hate blogs, hate pledges, texting rumors, hacking profiles, nasty emails, sending mean forwards.

stopbullying.gov

**CAMDEN FAIRVIEW PUBLIC SCHOOLS
BULLYING INCIDENT REPORT FORM**

Date of Incident: _____ **Time of Incident:** _____ **Repeat infraction? YES**
NO

Location of Incident (circle all that apply):

Hallway Restroom Classroom Gym Lunch Room Playground Locker Room
Bus Stop On Bus Parking Lot

To/From School After School Program School Sponsored Event Text/Phone
Internet/Social Media Other: _____

Name of victim(s): _____ **Name of student(s) bullying:** _____ **Name(s) of witnesses/bystanders:** _____

**Type of
Bullying:**

☐ Verbal: YES NO
☐ Physical: YES NO Result in injury? YES NO
☐ Cyber: YES NO

☐ Reported to School Nurse? YES NO

☐ Reported to Police? YES NO

Bullying Behaviors (circle all that apply):

Shoved/Pushed Hit Kicked Punched Threatened Stole/Damaged Possessions

Excluded Taunting/ridiculing Writing/Graffiti Told Lies or False Rumors

Staring/Leering Intimidation/Extortion Demeaning Comments Inappropriate touching

Cyber-bullying using: Text messages Website Email
Other: _____

Racial Sexual Religious or Disability

Circle one and describe: _____

Reported to school by (circle all that apply):

Administrator Teacher Student Bystander Victim/Target Parent Bus Driver Anonymous

Other: _____

Describe the incident:

Physical Evidence? Notes Email Graffiti Video/audio Website

Other: _____

Actions Taken (Sequence of Interventions Plan):

Consequences:

Remediation:

Referral for additional support services:

Parent Contact: Date _____ Time _____

Person making contact: _____

Result: _____

Today's Date: _____ ***Reported by:*** _____

Signature: _____

Bullying Incident Follow-Up

Follow-up Conference Date: _____ *Time:* _____

Conducted by: _____

People present:

Administrator _____ Social Worker _____ Counselor _____

Teacher _____ Student _____ Parent _____

Parent _____ Witnesses _____

School Psychologist _____ Other _____

According to student, situation is:

Better Worse No difference

Comments:

Parent Contact: Date _____ Time _____

Person making contact: _____

Additional Actions / Notes:

**Camden Fairview School District
Sequence of Interventions Plan**

Step 1

- Student Conference
- Verbal and written warning
- Copy of school anti-bullying policy and procedure
- Bullying Information
PACER's National Bullying Prevention Center, www.pacer.org/bullying
Basic Facts about Bullying, <http://eschooltoday.com/bullying/what-is-bullying-for-kids.html>
Stomp out Bullying, <http://www.stompoutbullying.org>
- Write a report on bullying
- Assign Meeting with Human Service Worker
- **Parent conference and/or call**

Step 2

- **Parent conference**
- Guidance Counselor referral
- No Contact Agreement
- Meet with Human Service Worker weekly
- In-School Suspension-D-Hall Progression (Include research paper dealing with Bullying)
- Tina Embry-License Professional Counselor

Step 3

- Conflict management group (Internal or external)
- Group Counseling
- Tina Embry-License Professional Counselor
- Juvenile court liaison
- **Parent mediation**
- School service hours (Example: Reading to young children, help with their problems)
- Out of School Suspension

Step 4

- Local Police Department
- Juvenile court liaison
- Out of School Suspension

Step 5

- Expulsion

No Contact Agreement

This student agreement has become necessary because of repeated violations of the Student Code of Conduct. _____ was involved in an incident that violated the Student Code of Conduct as (check one) the perpetrator, the target, _____ participant in mutual conflict. In order to maintain a safe learning environment for all students at our school, these students may have no further contact with each other. The provisions outlined below will take effect immediately.

Student Parent

Initials Initials

While on Camden Fairview School District property, the students named below may not:

_____ Participate in any conversation, written or oral, to or about each other at any time.

_____ Use electronic devices to communicate to or about each other at any time.

_____ Use physical gestures that may be considered threatening (y to the other student(s).

_____ Have any contact with the other student(s) during school related events.

_____ Remain in the same area with each other without attempting to avoid contact.

_____ Encourage other students to participate in these behaviors.

No warnings of violations will be issued and failure to abide by the above agreement will result in disciplinary action of the offending student(s). The students participating in this agreement are:

Your signature below indicates you have read and understand the terms and conditions of this agreement.

Student's Name

Signature

Date

Parent's Name

Signature

Date

Administrator's Name

Signature

Date