RICHLAND ONE
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HARASSMENT, INTIMIDATION OR BULLYING POLICY
JICFAA

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REPORT BULLYING!
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District Goals

1. Provide information on the law and policy that addresses bullying

2. Highlight bullying "basics"

3. Review the conditions and process for reporting bullying incidents

4. Provide resources and tools to increase your school's capacity to address bullying

Annual Review of Bullying

- It is SC Law and Board Policy

- Students suffer academically

- It is a safety issue

- Bullied students are more likely to suffer from physical and mental health problems

"SC SAFE SCHOOLS Climate Act "

TO PREVENT SCHOOL HARASSMENT, INTIMIDATION, OR BULLYING; TO INSTRUCT LOCAL SCHOOL DISTRICTS TO ADOPT A POLICY PROHIBITING HARASSMENT, INTIMIDATION, OR BULLYING

Section 59-63-110 (enacted June 2006)

Richland One Policy: JICFAA

- Modeled after the template provided by the South Carolina Department of Education (SCDE)

- Adopted by the Board of Trustees on December 12, 2006; last revised November 26, 2013

- Requires annual education of all students and staff

Overarching Goals of Policy JICFAA

- To establish a basic structure for maintaining a safe, positive environment for students and staff

- To provide the school community guidelines on how instances of bullying must be managed

School Board Policy

"The board <u>prohibits acts of harassment, intimidation or bullying</u> of a student by students, staff and third parties that interfere with or disrupt a student's ability to learn and the school's responsibility to educate its students in a safe and orderly environment whether in a classroom, on school premises, on a school bus or other school-related vehicle, at an official school bus stop, at a school-sponsored activity or event whether or not it is held on school premises, or at another program or function where the school is responsible for the student."

School Board Expectations

- Standards for student behavior must be set cooperatively through interaction among the students, parents and guardians, staff and community members of the school district

- The development of an atmosphere in which there is respect for self and others

School Board Expectations

- The district will take all other appropriate steps to correct or rectify the situation, consistent with the policy and Administrative Rule

- Any student who is found to have engaged in the prohibited actions will be subject to disciplinary action

School Board Expectations

- Students are to conduct themselves in an orderly, courteous, dignified and respectful manner

- Students and employees have a responsibility to know and respect the policies, rules and regulations of the school and district

School Board Expectations

- The best discipline is self-imposed

- Staff should use disciplinary situations as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior

HARASSMENT

Unwanted acts of aggression towards others. Under federal civil rights laws, harassment is unwelcome conduct demonstrated to others that is based on race, national origin, color, sex, disability or religion; that is severe, pervasive or persistent; and that creates a hostile environment or an unsafe environment

INTIMIDATION

To create fear of harm in individuals for themselves, others or their personal properties.

BULLYING

Unwanted, mean behavior among school-aged children that involves a real or perceived power

Four Critical Elements Of "BULLYING"

1. The behavior must be repetitive

2. It must be intended to harm

3. There must be a difference of power (physical, social or otherwise) between   the bully and victim

4. The bully gains control over the victim

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Bullying vs. Conflict

Conflict is a one-time event between equal participants

Four distinct components of **bullying**:

1. Intended to cause harm
2. Imbalance of power
3. Repeated over time
4. Bully gains control

Proof of Bullying

In order to prove bullying, <u>three</u> of the <u>four</u> critical elements must be present.

1. The behavior must be repetitive
2. It must be intended to harm
3. There must be a difference of power   (physical, social or otherwise) between the bully and victim
4. The bully gains control over the victim

Location of Bullying

School grounds under the SC Law include and are defined as:

- Classroom, hallway, restroom, etc.
- School bus
- Bus stop
- Any school-sponsored activity (i.e. field trips, or pep rallies)
- Any function where the school is responsible for the child

FOSTER AWARENESS

- Monitor "hot spots" – bathrooms, hallways, playgrounds, cafeteria, stairwells, etc.

- Enlist **"all"** school staff

- Ensure staff know how to report

IMPORTANT ADDITION

- District may take disciplinary actions for conduct initiated and/or created electronically off campus

- Conduct must pose a threat or substantially interfere or disrupt the work and operation of the school

Possible Effects of Bullying

- Anxiety
- Depression
- Health complaints
- Decreased academic achievement
- Skipping school or dropping out completely
- Social isolation

PROFILE OF A BULLY

- May hit or push other children
- Are often physically strong
- May or may not be popular with other children around their same age
- Has trouble following rules
- Shows little concern for the feelings of others
- Many bullies think highly of themselves
- Often expects everyone to behave according to their wishes
- May witness physical and verbal violence or aggression at home
- Often blames others

Bystanders

- Perhaps the best defense against bullies
- Bullying is usually in front of others for dominance
- Usually no adults are around
- Bullies love an audience
- Most kids are naturally empathetic, but not sure what to do

Reporting Expectations

- All school employees are "**required** to "**REPORT**" alleged violations to an administrator (*Forms may be found at https://www.richlandone.org/Page/5787*)

- Any student who feels he/she has been subjected to harassment, intimidation or bullying is encouraged to file a complaint

Reporting Expectations

- Reports by students may be made anonymously

- The identity of the victim or reporter of bullying or harassment will be protected as much as possible

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Prohibited

"Retaliation or reprisal in any form against a student who has filed a complaint or report of harassment, intimidation or bullying"

Document, Document, Document...

- Take each report seriously

- Always investigate

- Use the district-wide form

- Show due diligence

- Keep a copy in a separate file of <u>all bullying incidents</u> and send a copy of the report immediately   to Student Support Services Mail code #840

REPORT BULLYING! Scan the QR Code for more info!

Richland County School District One
Bullying Prevention and Intervention Investigation

Reporting

1. Name of reporter / person filing the report: _____
   Note: Reports may be made anonymously, but no disciplinary action will be taken against an alleged aggressor solely on the basis of an anonymous report

2. Check whether you are the: ☐ Target of the behavior
   ☐ Reporter (not the target)

3. Check whether you are the: ☐ Student   ☐ Staff member (specify role)_____
   ☐ Parent   ☐ Administrator
   ☐ Other (specify role)_____

4. If student, state your school:_____ Grade_____

5. If staff member, state your school work site: _____

6. Information about the incident:
   a. Name of target (of behavior): _____
   b. Name of aggressor (person who engaged in the behavior) _____
   c. Date(s) of incident(s): _____
   d. Time when incident(s) occurred: _____
   f. Location of incident(s) (be as specific as possible) _____

7. Witnesses. (List people who saw the incident or have information about it):

Name	Student	Staff	Other
Name	Student	Staff	Other
Name	Student	Staff	Other

8. Describe the details of the incident (including names of people involved, what occurred, and what each person did and said, including specific words used). Please use additional space on back if necessary. _____

_____

_____
Signature of person filing this report   Date

For Administrative Use Only

Form given to:	Position:	
Signature:		Da

Forms may be found at: https://www.richlandone.org/Page/5787

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INVESTIGATION FORM

Richland County School District One
Bullying Prevention and Intervention Investigation

Investigation	
1. Investigator	Position

2. Interviews

Interviewed aggressor	Name:	Date
Interviewed target	Name:	Date
Interviewed witness	Name:	Date

3. Any prior documented incidents by the aggressor? ☐ Yes ☐ No

    a. If yes, have incidents involved target or target group previously?
      ☐ Yes ☐ No

    b. Any previous incidents with findings of bullying, retaliation
      ☐ Yes ☐ No

Summary of investigation (please use additional paper and attach to this document as needed)

Conclusion from the Investigation		
1. Findings of bullying or retaliation		
	Yes	No
	Bullying	Incident documented as:
	Retaliation	Discipline referral only:

2. Contacts

Target's parent guardian	Date	Aggressor's parent guardian	Date
Compliance Officer	Date	Law Enforcement	

3. **Action Taken:**
☐ Loss of privileges ☐ Detention ☐ Intervention
☐ Community Service ☐ Education ☐ Other _____

Forms may be found at:
https://www.richlandone.org/Page/5787

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Investigation Protocol

- The investigation of the bullying incident must be led by an administrator

- Members of the school based Student Support Services team will provide triage services to the "victim" of bullying and perpetrator(s) of the bullying act, which include support from school counselors,, psychologists, social workers, support staff, etc.

False Reports

- Policy prohibits any person from falsely accusing another as a means of harassment, intimidation or bullying

- Consequences and appropriate remedial action may range from positive behavioral interventions up to and including disciplinary actions.

Consequences and Remedial Measures

- Range from positive behavioral interventions up to and including disciplinary actions

- Varied and graded according to:
  - -nature of the behavior
  - -developmental age of the student
  - -student's history of problem behaviors and performance

Consequences and Remedial Measures

- Designed to:
    - -Correct the problem behavior
    - -Prevent another occurrence of the problem
    - -Protect the victim of the act

- Extenuating, mitigating, or aggravating circumstances should be considered in determining the most appropriate sanction.

Examples of Consequences

- Admonishment
- Temporary removal from the classroom
- Deprivation of privileges
- Classroom or administrative detention
- Referral to disciplinarian
- In-school suspension
- Out-of-school suspension
- Referral to law enforcement

Examples of Student Remedial Measures

- Restitution and restoration
- Mediation
- Corrective instruction or other relevant learning or service experience
- Supportive student interventions
- Behavioral management plan, with benchmarks that are closely monitored
- Assignment of leadership responsibilities (e.g., hallway or bus monitor)
- Involvement of school disciplinarian
- Counseling
- Parent conferences
- Referral for therapy

Examples of School-Wide Remedial Measures

- School culture change
- School climate improvement
- Modifications of schedules
- Adjustments in hallway traffic
- Modifications in student routes or patterns traveling to and from school
- Targeted use of monitors (e.g., hallway, cafeteria, bus)
- Professional development plans for involved staff
- Supportive institutional interventions
- Involvement of parent-teacher organizations

Best Practices

- Enforce policy and procedures

- Create and maintain a culture and climate of inclusion and respect that welcomes all students

- Focus some class time on bullying prevention

- Report all cases of "bullying"

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Best Practices

- Provide regular staff development related to bullying

- Model the behavior you expect from students

- Intervene with consequences that are fair, firm & consistent

- Offer and provide "Family Education"

Resources

- stopbullyingnow.com
- kidshealth.org
- kidpower.org
- cyberbullying.org
- bullying.org
- olweus.org
- stopbullying.org
- Stopbullying.gov
- GetKnowBullying by SAMHSA (a free app)

Resources

- Edutopia.org Resources to fight bullying and harassment at school at

- Safesupportivelearing.ed.gov (Understanding and Intervening in Bullying Behavior)

- Overcoming Obstacles Anti-Bullying Handbook Updated With New Lessons
https://www.overcomingobstacles.org/news/2016/11/the-overcoming-obstacles-anti-bullying-handbook-has-been-updated/

Resources

Check out the following resources:

- StopBullying.gov provides information from various government agencies on **bullying**, cyberbullying, **prevention** and response.
- https://www.stopbullying.gov/bullying/what-is-bullying
- **The Center for Safe and Responsible Internet Use**
  The Center for Safe and Responsible Internet Use develops frameworks and professional resources to address safe and responsible Internet use.
  www.cyberbully.org
- · **Committee for Children**
  Committee for Children's Second Steps Curriculum combines social-emotional learning (SEL), bullying prevention, and child protection to form a cohesive foundation for whole-school success.
  www.cfchildren.org
- · **Cyberbullying Research Center**
  The Cyberbullying Research Center provides up-to-date information about the nature, extent, causes, and consequences of cyberbullying among adolescents.
  http://cyberbullying.us/resources/
- · **Hands and Words Are Not For Hurting Project**
  The Purple HANDS Pledges represents our efforts to educate Oregon's children and adults about abuse and violence and what each one of us can do to stop violence in our own lives and in the world.
  www.handsproject.org
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Resources

- · **International Bullying Prevention Association**
  The purpose of the International Bullying Prevention Association is to support and enhance quality research based bullying prevention principles and practices to achieve a safe school climate, healthy work environment, good citizenship and civic responsibility.
  http://www.stopbullyingworld.org/

- · **National Bullying Prevention Center /Teens Against Bullying**
  National Bullying Prevention Center's website provides resources for educators and students.
  http://www.pacerteensagainstbullying.org/tab/

- · **Stop Bullying Now**
  Information, intervention strategies and advice for those impacted by bullying. Presenting practical research-based strategies to reduce bullying in schools.
  www.stopbullyingnow.com

- · **Teaching Tolerance**
  A place to find thought-provoking news, conversation and support for those who care about diversity, equal opportunity and respect for differences in schools.
  www.teachingtolerance.org

- · **Trudy Ludwig**
  Trudy Ludwig is an award-winning author who specializes in writing children's books that explore the colorful and sometimes confusing world of children's social interactions.
  www.trudyludwig.com

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