

BULLYING AND THREATENING BEHAVIOUR

Background

Bullying or threatening behaviour directed towards students, employees, parents, volunteers and community members will have an adverse effect on the learning environment.

The Division is committed to providing a safe working and learning environment for students, employees, parents, volunteers and community members. Schools will intervene effectively to reduce bullying and threatening behaviour by developing a safe and supportive school climate.

Definitions

A *threat* is a declaration of intention to punish or hurt. It indicates a menace of physical or psychological harm or injury to reputation or property. The threat may be delivered to a person directly or indirectly.

Bullying can be defined as repeated and systematic harassment and attacks on others. Bullying can be perpetrated by individuals or groups. Bullying occurs in public or private and may utilize both physical and/or digital environments. Bullying takes many forms and can include many different behaviours, such as:

- Physical violence and attacks, froshing/hazing.
- Verbal taunts, name-calling and put-downs.
- Threats and intimidation.
- Extortion or stealing of money and possessions.
- Exclusion from the peer group.

Procedures

1. Principals shall:
 - 1.1 Inform students, parents and staff of the Division's and school's expectations for appropriate behaviour.
 - 1.2 Encourage parents to communicate to school personnel any concerns they may have about bullying or a bullying incident.
 - 1.3 Ensure that all staff and appropriate volunteers are inserviced in the online RESPECT program.
2. Principals shall educate students, parents and staff in the following areas:
 - 2.1 Promoting among students communication, friendship, problem-solving and assertive skills.

- 2.2 Improving communication among school administrators, teachers, parents and students.
 - 2.3 Listening respectfully to bullying concerns raised by students, parents and school staff.
 - 2.4 Avoiding sex-role stereotyping.
 - 2.5 Enlisting classmates to help alleviate the plight of victims and include them in group activities.
3. When dealing with situations involving bullying, school staff are to:
 - 3.1 Intervene quickly to enforce this administrative procedure.
 - 3.2 Enforce the procedure consistently.
 - 3.3 Develop protocols for investigating incidents.
 - 3.4 Find positive ways to channel the bullying behaviour.
 - 3.5 In the case of digital bullying (also known as cyberbullying), inform the Director of Learning Technologies as to the details of the cyberbullying where appropriate.
 4. Threats of immediate physical danger are to be reported directly to the RCMP and as soon as possible thereafter to the Superintendent or designate.
 5. Although there may be no threat of physical danger, threats of a psychological nature or those suggesting injury to reputation are quite serious and require a sensitive reaction.
 6. Students, employees, parents and community members:
 - 6.1 Shall be treated with dignity, respect and fairness by other students and staff.
 - 6.2 Shall be provided with a learning environment that is free from discrimination, harassment and abuse of any kind.
 - 6.3 Who witness bullying have a responsibility to seek help or stop it.

Reference: Relevant Legislation and Regulations