

EAST HADDAM PUBLIC SCHOOLS

A Guide to Preventing Bullying

In Our Schools

Preparing Productive Citizens



for Our Diverse and Changing Society

Reference: Connecticut State Department of Education
January 2002
(Revised 2012-2013)

East Haddam School District
P.O. Box 401
One Plains Road
Moodus, Connecticut 06049

The District's Response to Alleged Acts of Bullying:

1. requires that students be notified annually of the process by which they may make anonymous reports of bullying to teachers and school administrators;
2. permits anonymous reports of bullying by students and written reports by parents or guardians;
3. requires teachers and other school staff to notify school administrators (in writing) of bullying acts they witness as well as reports of bullying from students;
4. requires school administrators to investigate any written reports and review any anonymous reports provided that no disciplinary action shall be taken solely on the basis of an anonymous report;
5. requires each school to maintain a publicly available list of the number of verified bullying acts that were reported and subsequently substantiated;
6. requires each school to have a prevention and intervention strategy for school staff to deal with bullying, including language about bullying in student codes of conducts;
7. requires each school to notify the parents or guardians of all students involved in a verified act of bullying and invite parents/guardians to attend at least one meeting. The notice must describe the school's response and any consequences that may result from further acts of bullying. Parents/guardians of identified students will receive written invitations and documentation of such invitations maintained. Also, this initial meeting held with parents/guardians of targeted students and parents/guardians of student perpetrators will be held separately. Finally, any description of the response to such acts and any consequences that may result from the commission of acts of bullying will be in compliance with FERPA (Family Educational Rights and Privacy Act). Specifically, no personally identifiable information about other students may be shared without parental consent;
8. requires each school to maintain a list of the number of verified acts of bullying identified at that school and make such list available for public inspection;
9. directs the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;
10. identifies the appropriate school personnel responsible for taking a bullying report and investigating the complaint. Such individual(s) may include, but not be limited to, pupil services personnel. This process will include coordination with the district Title IX Coordinator to ensure that possible protected class harassment issues are identified and managed appropriately.

Prevention and Intervention Strategies:

The following section provides prevention and intervention strategies such as, but not limited to:

1. implementation of positive behavioral interventions and supports process or another evidence-based model approach for safe school climate or for the prevention of bullying;
 - a school survey to determine the prevalence of bullying;
 - establishment of a bullying prevention coordinating committee with broad representation to review the survey results and implement the strategy;
 - school rules prohibiting bullying, harassment and intimidation and establishing appropriate consequences for those who engage in such acts;
1. adequate adult supervision of outdoor areas, hallways, the lunchroom and other specific areas where bullying is likely to occur;
 - inclusion of grade-appropriate bullying prevention curricula in kindergarten through high school;
 - individual interventions with the bully, parents/guardians and school staff, and interventions with the bullied child, parents/guardians and school staff;
1. school-wide training related to safe school climate; and
 - promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions.

The Board expects prompt and reasonable investigations of alleged acts of bullying. The Principal of each school or his/her designee is responsible for handling all complaints of alleged bullying.

In addition, the norms that are established by adults through consistent enforcement of all policies pertaining to conduct and appropriate behavior at school and at home will reduce the instances and damage of bullying. It is necessary for school district's staff, parents, and students to promote the concept that caring for others is a valued quality, one that is accepted and encouraged.

By working together to address bullying we can create a culture of understanding and respect of individual differences.

What WE Can do...

Every School Should...

- * Help to educate faculty, staff & parents about bullying
- * Have a clear policy against bullying behaviors, and communicate this policy early and often to students, staff, and parents
- * Train all staff who interact with students (including bus drivers, school resource officers, school nurses, and cafeteria workers) on how to recognize bullying behaviors and intervene effectively to stop them
- * Ensure that all staff members take immediate action when bullying is observed.
- * Gather data to assess bullying, the level of staff commitment to address bullying, and parent interest and concerns.

Every Teacher Should...

- * Initiate discussion with students and parents about expected behavior before problems arise
- * Closely supervise your students and be watchful for possible signs of bullying among students in your classes (sudden change of behavior, etc.)
- * Take immediate action if you observe or suspect bullying
- * Integrate bullying prevention into your curriculum in age-appropriate ways
- * Remember that actions sometimes speak louder than words, and be sure that you don't inadvertently model bullying behavior

Every Student Should...

- * Speak up! Step in when other students are being bullied or tell a teacher what is going on
- * Make it clear to others that bullying is not okay.
- * Support bullied students – make them feel like they are not alone
- * Help teachers and administrators know what is going on. Work with them to find solutions.

Every Parent Should...

- * Focus on their child. Be supportive and gather information about the bullying. Don't assume they will tell you. Believe them if they do.
- * Utilize resources such as HRSA's Stop Bullying Now! and www.bullyinginfo.org to become informed about bullying and bullying prevention
- * Work with staff at school to find a solution to stop the bullying, for the sake of your child as well as other students. Get your child out of there if you are not convinced the school will take needed action.

Source: HRSA Stop Bullying Now!

Excerpt from East Haddam Board of Education Policy

The East Haddam Board of Education believes that a school climate that is conducive to teaching and learning must be free from threat, harassment and any type of bullying behavior. Therefore, it shall be the policy of the Board that bullying of a student by another student is prohibited and will not be tolerated.

Bullying means...

(A) the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or

(B) a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

- (i) Causes physical or emotional harm to such student or damage to such student's property,
- (ii) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property,
- (iii) creates a hostile environment at school for such student,
- (iv) infringes on the rights of such student at school, or
- (v) substantially disrupts the education process or the orderly operation of a school.

Examples of bullying include, but are not limited to:

1. physical violence and attacks;
verbal taunts, name-calling and insults including ethnic, racial or gender slurs;
1. threats and intimidations; and extortion or stealing of money and/or possessions.
2. Extortion or stealing of money and/or possessions.

Students who engage in any act of bullying while at school, at any school function, on school provided transportation, or in connection to or with any district sponsored activity or event are subject to appropriate disciplinary action up to and including suspension, expulsion and/or referral to law enforcement officials.

Furthermore, students who engage in any act of bullying outside of school, if such act has a direct and negative impact on a student's academic performance or safety in school, may also be subject to disciplinary action by school officials.

Nathan Hale-Ray Middle School

STUDENT BULLYING COMPLAINT REPORT

The Right to Learn in Safety - A Civic Principle

The students and adults of Connecticut want safe, caring communities and nurturing, intellectually challenging schools. Education should be inviting and supportive for all students; yet some silently fear going to school.

What is Bullying and Why Is It a Problem?

Bullying is a common and potentially harmful form of violence among children that occurs in both school and community settings. Bullying among primary school children has been identified as one precursor to more aggressive and sometimes violent behavior in later grades.

A person is being bullied when he or she is the target, repeatedly and over time, of negative actions undertaken by one or several other individuals who are more powerful than the target in some way. Negative actions, which can begin with name calling, or social isolation and can build to actual attacks and/or attempts to injure or humiliate another person, include physical and verbal aggression, social alienation, intimidation, racial and ethnic harassment and sexual harassment.

Bullying not only hurts the bully and the target, it also impacts the overall school climate and learning environment. Bullying is a form of repetitive and ongoing harassment, which crosscuts geographic, race and socioeconomic segments of society.

The prevalence of bullying and the seriousness of its outcomes are significantly underestimated by many adults. Bullying not only hurts the bully and the target, it also impacts the overall school climate and learning environment. Impact on the child who is bullied can include depression, isolation, poor school attendance, and diminished grades. At the extreme, bullied children can exhibit patterns of irrational retaliation. Studies clearly show that early identification and intervention can help the bully, the targeted child and the bystanders.

Reference:
Brave Enough to Be Kind
Connecticut State Department of Education
January 2001 and 2002

Student's Name: _____

Grade/Teacher: _____ / _____

Home Address: _____

Telephone : _____

Complaint filed against: _____

Description of complaint: (Please include timeframes, frequency of offense, and specific details.)

Witnesses (if applicable)

Name/Position: _____ / _____ Telephone: _____

Name/Position: _____ / _____ Telephone: _____

Name/Position: _____ / _____ Telephone: _____

Signatures

Complainant: _____

Date: _____ Relationship: _____

School Official: _____

Date: _____ Title: _____

Original forms are available in the Principal's Office