



## Our Lady of Good Counsel School Anti-Bullying Policy

### Mission Statement

*We believe that we need to develop a climate in the school where everyone sets a tone of caring. Our goal is to create a school environment which is safe for children, both physically and psychologically. In order to stop negative behavior, there will be specific rules which will be enforced by the staff. We will work to assist the students to help others by speaking out and finding adult help. The students will treat each other with respect and make an effort to include everyone.*

### Definition and Types of Bullying

When an individual or group's behavior repeatedly leaves someone feeling physically and/or mentally hurt or worried, unsafe and/or frightened, alone, unimportant and/or not valued, unable to do well and achieve, it could be bullying. However, when an individual or group has been made aware of the effects of their negative behavior on another person and they continue to behave in the same manner, it is bullying.

Bullying is any behavior by an individual or group which is characterized by POP:

- ◆ Power: it involves an imbalance of power when the person being bullied finds it difficult to defend himself/herself.
- ◆ On-going: it happens more than once indicating a pattern of behavior.
- ◆ Purpose: it is meant to hurt and the person or group doing the bullying knows what they are doing and mean to do it.

It can be:

- ◆ physical: kicking, hitting, taking and damaging belongings, stealing, threatening
- ◆ verbal and non-verbal: name calling, taunting, threats, offensive remarks, dirty looks
- ◆ social: spreading nasty stories/rumors, gossiping, excluding from social groups, humiliating, retaliation
- ◆ cyber: inappropriate text messaging, e-mails, picture/video clips, instant messaging, etc.
- ◆ intimidation: playing dirty tricks, publicly challenging to do something, coercion, threatening, taking possessions

### Consequences for Repeated Bullying Behaviors

After an incident is reported an investigation will take place involving administration and student (s) followed by a discussion regarding the severity of the situation and its consequences.

When a pattern of bullying is detected, the consequences below will be implemented.

- ◆ First consequence: a written note will be sent to student's parents explaining the incident, which is to be signed and returned to school the following day. A behavior modification program may be discussed and implemented.
- ◆ Second consequence: student will be given a detention with a written notice to the parents. A behavior modification program may be discussed and implemented.
- ◆ Third consequence: student will be given a suspension. Parents will be notified and there will be a conference with the child, parents and administration before returning to school. A behavior modification program will be discussed and implemented.

If the behavior continues, additional consequences will be at the discretion of the administration.

### Reporting

Students may orally report an incident to a staff member or fill out a reporting form obtained from his/her teacher. The information will be forwarded in a timely manner to administration. A volunteer who observes an incident will report the information to the supervising teacher. A teacher or staff member will report the information to administration.

*Let us all work together to follow Jesus and create a faith-filled, caring community at OLG school.*