

Policy and Procedures Prohibiting Harassment and Bullying New Hanover County Schools

Student Support Services



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Bullying Prevention



What We Have and What We Do

PROHIBITION AGAINST HARASSMENT AND BULLYING BY STUDENTS



The New Hanover County Board of Education believes that all employees, students and their parents/families should be free of harassment and bullying as part of a safe, orderly, caring and inviting working and learning environment. The Board expressly prohibits harassment or bullying of students, employees and their parents/families, by students.

Policy:8307

PROHIBITION AGAINST HARASSMENT AND BULLYING BY STUDENTS (cont.)



Any violation of this Policy is considered a serious violation and appropriate action shall be taken in response to a violation in accordance with the Student Discipline Policy 8410.

This Policy will apply in the following circumstances:



- While in any school building or on any school property before, during or after school hours;
- While on any bus or other vehicle as part of any school activity;
- While waiting at any bus stop;
- During any school function, extracurricular activity or school sponsored function;
- When subject to the authority of school personnel; and
- During any time, at any place or using any method of communication, including but not limited to electronic communications, when the behavior has a direct and immediate effect

Acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic.

Defining
“Bullying”
or
“Harassment”

- race,
- ethnicity,
- ancestry,
- color,
- national origin,
- gender,
- socio-economic status,
- academic status,
- gender identity
- age

Acts based on:

Defining
“Bullying”
or
“Harassment”
“ (cont.)

- physical appearance,
 - sexual orientation,
 - pregnancy,
 - religion,
 - mental disability
- physical disability
 - developmental or
 - sensory disability,
 - based on an association with a person who has or is perceived to have one or more of these characteristics

When a conflict occurs:

- both people involved have equal power in the relationship
- both people are emotional and upset
- neither one is seeking power or attention
- both parties just happen to disagree.

Also, when people experience conflict :

- they likely will feel remorse and take responsibility for what they did wrong.
- they just want to *solve the problem* so that they can start having fun again.

Lastly, conflict happens occasionally and is usually not serious or emotionally damaging to either person.

HARASSMENT OR BULLYING COMPLAINT PROCEDURES

Who can
file a
complaint

- Students
- Parents/guardians,
- School employees
- Volunteers
- Visitors or others

What happens next



- ▶ Teacher, staff member, student or parent can fill out 'Bullying/Harassment Reporting Form' found on website @

<http://www.nhcs.net/forms.htm>

- ▶ Form is turned over to designated investigator on campus
- ▶ Investigation completed within 72 hours

- ▶ If not bullying, follow up with individuals to make sure comments, conflict or supposed bullying does not continue
- ▶ If bullying, turn form into administration for further handling of matter to include follow up support for victim and offender.

Where to Find

**Parent Resources
– Bullying
Harassment
Reporting Form
(Parent/Guardian/
Teacher)**

The screenshot shows the New Hanover County Schools website. The header includes the logo and the slogan "Reach, Equip, Achieve." Below the header is a navigation bar with links for Home, Schools, School Board, Parents, Students, Community, and Employees. The main content area features a large banner for "Parent Resources" and two columns of links. The left column lists "Highlights" such as Accountability Reporting, AIG (Academically/Intellectually Gifted), Arts Education, Athletics, Athletic Pre-Participation Free Physical Exam Schedule for 2014, Attendance Policy (Revised 6/05/12), Bus Routes, and Calendars. The right column lists "Resources" such as ACES - Advisory Council for Exceptional Students, Annual Report, Common Core State Standards - NC PTA, Common Core State Standards - National PTA, Curriculum Course Guide 2014 - 2015, Curriculum - Middle School Electives, Bullying Prevention, and Bullying/Harassment Reporting. A red arrow points from the "Bullying/Harassment Reporting" link in the Resources column to a separate box on the right.

A separate box containing a list of website links. The links are: Curriculum - Middle School Electives, Bullying Prevention, Bullying/Harassment Reporting Form(Parent/Guardian), Exploring Safe Ways to Use Technology, Destiny (Media Center), Discipline Policy 8410, and District Wide Parental Involvement (Policy 0060). A red arrow points from the "Bullying/Harassment Reporting" link in the Resources column of the website screenshot to the "Bullying/Harassment Reporting Form(Parent/Guardian)" link in this box.

Reporting form for Parents/Guardians/Teachers

**Complete
and turn in
to your:**

Bullying and Harassment Parent/Guardian or Teacher Reporting Form

Directions: If you feel that your student has been bullied, please fill out the form below. If you need more space, attach another piece of paper. When you are done, turn this form into the front office of your student's school. An administrator or counselor will contact you within two school days.

Your name _____ Relationship to student _____

Student's Name _____ Homeroom Teacher _____ Grade _____

Your Phone Number _____ - _____ - _____ Your Email _____

Today's Date ____ / ____ / ____ When did the bullying occur? _____

Please put an "x" one or both boxes:

My student is being bullied

My student reported someone else being bullied

Describe what you witnessed or what the student reported to you:

Who was involved in the bullying?

What did the student do? Was anyone with him or her?

Were the student threatened in any way? Yes No

If yes, please explain what was said, written, typed, or texted.

Parent/Guardian/Teacher signature _____

For signature verification, please enter your name as indicated in school records and email from the email account you have on file with HSECF

Date received in front office ____ / ____ / ____

Signature of personnel receiving form _____

Date formal investigation initiated ____ / ____ / ____

- Campus administrator,
- School Counselor
- School Social Worker
- Classroom teachers
- Bus Driver or
- SRO

Reporting Form for Students

**Complete
and turn
in to
your:**

- Campus administrator,
- School Counselor
- School Social Worker
- Classroom Teacher
- Bus Driver or
- SRO

Discrimination, Bullying, and Harassment Student Reporting Form

Directions: If you feel that you have been bullied and would like help, please fill out the form below. If you need more space, attach another piece of paper. When you are done, turn this form into the front office of your school. An administrator or counselor will contact you within two school days.

Your name _____

Your teacher's name _____ Your grade _____

Your phone number _____ Your email _____

Today's date ____/____/____ When did the bullying occur? ____/____/____

Please put an "x" one or both boxes:

I felt bullied

I saw someone else be bullied

Describe what happened when you or someone you know felt bullied:

Who was involved in the bullying?

What did you do? Was anyone with you?

Were you threatened in any way? Yes No
If yes, please explain what was said, written, typed, or texted.

Did an adult see the bullying or did you tell an adult about the bullying? Yes No
If yes, who saw it or who did you tell?

Student Signature _____
For signature confirmation, please enter your name as indicated in school records and email; then the email address you have on file with NCES.

Date received in front office ____/____/____

Signature of personnel receiving form _____

Date formal investigation initiated ____/____/____

Student Resources

NCVPS Summer School Evaluation

<u>Highlights</u>	<u>Resources</u>
Accountability Reporting	21st Century Skills - Tools/Resources
Athletics	ACES - Advisory Council for Exceptional Students
Athletic Pre-Participation Free Physical Exam Schedule for 2014	Advanced Placement/Curriculum Guides
Attendance Policy <small>(Revised 6/05/12)</small>	Bullying Report Form
Bus Routes	Curriculum Course Guide 2014 - 2015
Calendars	Curriculum - Middle School Electives
College Board	Destiny (Media Center)

Bullying, Harassment, Discrimination Reporting



NHCS Data	#Rcvd in Student Services	#Confirmed	#PowerSchool
Elementary	166	87	107
Middle	132	61	59
High	25	6	6
Totals	323	154	172

2015-2016

NHCS Campuses Bullying Prevention Tools



Character Education - N.C. Common Core Essential Standards of the Guidance Curriculum

- PBIS
- Second Step
- Seven Habits of Highly Effective Kids, Teens and People
- Mindfulness
- Why Try
- ABE Social Skills Modules
- Victimproof -Anti-Bullying
- Connected School
- Student Mentoring
- Peer Mediation
- Salvaging Sisterhood
- G.I.R.L.S.= Girls In Real Life Situations
- Mix It Up Diversity Education

Ongoing



- District-wide observance of Bullying Prevention Awareness Month - October

- Professional Development tools for staff refresher
 - Active Supervision training
 - Bullying Investigations training
 - Bystander Response
 - Behavior Management Systems implementation to prevent Bullying

- Bullying Prevention Orientation for new employees



The End