



## INTERNATIONAL LEADERSHIP OF TEXAS

The International Leadership of Texas is committed to providing a safe, secure, and healthy environment that allows all students to maximize their learning potential. The staff members of The International Leadership of Texas considers bullying to be detrimental to the health and safety of students and disruptive to the educational process.

### **What is bullying?**

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying includes aggressive and hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied and is behavior that is repeated over time rather than an isolated incident. This behavior may include but is not limited to physical and verbal assaults, nonverbal or emotional threats or intimidation, harassment, social exclusion and isolation, extortion, use of computer or telecommunications to send messages that are embarrassing, slanderous, threatening or intimidating (cyber-bullying). Bullying may also include teasing, put-downs, name calling, rumors, false accusations, and hazing. Bullying based on sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap in its education programs or activities is also prohibited by law and Board policy. In addition, the District prohibits bullying or discrimination on the basis of gender identity and gender expression.

### **What are students learning about bullying and prevention?**

Students are taught that no forms of bullying are acceptable. ILTexas encourages students to treat others with respect and dignity at all times. Students are encouraged to not be silent by-standers when they become aware of bullying incidents, but should instead report the behavior.

### **How does staff address bullying?**

It is well known that schools are successful when they help children grow academically, socially, and emotionally. For this to happen, it is imperative that we have a safe environment that is supportive and conducive to growth. By setting forth clear social and behavioral expectations, it is our goal to create an atmosphere for learning. ILTexas takes bullying very seriously, including all instances of perceived bullying. These are documented, investigated, and followed up on via the campus administration. All instances are documented in Skyward. Numerous efforts have been initiated with our student body and staff to bring greater awareness to this topic which includes our efforts to continue developing stronger student to student and staff to student connections. This includes, but is not limited to focusing on the following: acceptance, respect, and compassion. In addition, ILTexas discusses ways to be proactive against bullying and harassment.



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### **What can parents do?**

To be most effective, bullying prevention efforts are the shared responsibility of parents, staff, and community. Parental pride and involvement in the school sets a positive example for children. As adults, we can:

- Teach self-respect.
- Discuss the seriousness and negative effects of bullying behaviors.
- Work together with your child's school to develop a consistent approach to bullying behaviors.
- Set a good example. Children learn more by actions than from words.

### **ILTexas Expectation of Respect**

ILTexas staff members are committed to creating an emotionally, socially and physically safe environment while fostering positive relationships with staff, students and families. Our Positive Behavior Intervention and Supports (PBIS) initiative addresses the expectation of mutual respect.

At The International Leadership of Texas, our Campus Administration Teams document every instance of bullying and follows up on all bullying instances with graduated consequences. It is the goal of ILTexas to reduce the number of bullying instances as the years progress. The International Leadership of Texas Student Services Team would like for all ILTexas to know we will do everything in our power to make sure your son/daughter is safe and free from instances of bullying. We understand that instances of bullying have a direct impact on educational learning in the classroom. Only with your son/daughter's assistance in communicating the problem with us can we influence the bullying to cease. Please encourage your son/daughter to keep lines of communication open with North student services personnel to assist in bullying matters. We are here to help and take great pride in maintaining our positive school culture. The International Leadership of Texas will be recognizing the designated month of October (Safe and Drug Free Schools Month) to bring attention to the harmful effects of bullying in the school setting. Bullying may negatively impact a student's connection with school, their engagement with the curriculum, and their overall ability to learn. Bullying prevention is critical to building a school environment conducive to learning and where students feel safe at all times.

Respectfully,

The International Leadership of Texas Student Services Team