

**Bath County School District  
Crossroads Elementary School  
School-Based Decision Making Policy**

**Council Policy Type (Check one)**

**By-Laws (Council Operational Policies)**

**Function (School Operational Policies)**

**Policy Number**

**16.0**

**Policy Topic Description**

Bullying

Crossroads Elementary School is committed to making every child's school experience safe. As we at Crossroads provide a safe and orderly environment conducive to learning, we strive to make sure every child is awarded this opportunity free of bullying. In order to preserve this environment we have created procedures to accomplish this goal.

**What is Bullying?**

Bullying occurs when someone deliberately and repeatedly uses words or actions to cause physical or mental harm. Bullying can be direct or indirect and makes it difficult for the victim to defend him/herself.

1. **Physical bullying**, where a student uses physical force to hurt another student by hitting, pushing, shoving, kicking, pinching or holding them down. Physical bullying also includes taking or breaking a student's belongings or stealing or extorting money.
2. **Verbal bullying** is when a student uses words to hurt another student. This includes threatening, taunting, intimidating, insulting, sarcasm, name-calling, teasing, slurs, graffiti, mean notes, putdowns and ridicule. It also includes hostile gestures such as making faces, staring, giving the evil eye, eye rolling and spitting.
3. **Deliberately** – The bully wants to hurt someone. The abuse to the individual is no accident.
4. **Repeatedly** – Bullying is not a one-time thing. The abuse occurs over and over.
5. **Direct or Indirect** – Direct bullying includes but not limited to: hitting and/or kicking. Indirect bullying includes but not limited to: telling lies, telling individuals not to talk to others, not to like people, not to play or hang around certain people, etc.
6. **Difficulty defending him or herself** – Victims are chosen by a bully with whom he/she feels they have some advantage. For example, the bully may be stronger or more popular than the person he/she bullies.
7. **Relational bullying** occurs when students disrupt another student's peer relationships through leaving them out, gossiping, whispering and spreading rumors. It includes when students turn their back on another student, giving them the silent treatment, excluding or scape-goating.
8. **Cyber bullying** refers to the use of cell-phones, text messages, e-mails, instant messages, web blogs and postings to bully another student in any of the ways described above. Examples of cyber bullying are sending threatening or insulting messages by phone and e-mail, and spreading destructive rumors.

**Bullying is also harassment.** Bullying is part of a continuum of student violence and may, at times, amount to harassment. **Harassment** occurs when a student is the recipient of threatening, disturbing or unwelcome behaviors because of a particular characteristic. Many forms of harassment are prohibited by federal and state laws, the most well known being harassment based upon a student's race or sex. Students are also targeted for not belonging to the dominant race or class, because they are disabled or obese, or for being less (or more) intelligent, athletic, attractive, confident or simply because they dare to be different.

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**Policy Statement**

**What exactly are we doing to STOP bullying?**

**On Going Education:** Lessons on bullying will be reviewed at the beginning of the school year for all students. Throughout the year the school counselor will provide guidance lessons with all to empower the students. The faculty & staff will be trained and informed of the policy and procedures during faculty meetings at the beginning of the year and throughout the year. CES will also participate in programs/assemblies which will educate students on bullying.

**Zero Tolerance:** Teachers and staff members will demonstrate a zero tolerance for any and all bullying behavior. All areas prone to giving bullies an opportunity (bathroom, playground, lunchroom, morning assembly) to act will be monitored closely and reported promptly.

**How To Report:** Teachers and staff will report any and all forms of bullying to the principals with an office referral. Students and parents can report incidents to teachers, principals or the guidance counselor.

**Consequences: All incidents will be investigated and the following discipline procedures will be used but not limited to when dealing with substantiated bullying. Each situation and student will be dealt with on a student to student basis as determined by the offense at the discretion of the administration.**

**1st Offense** – Consequences for bullying will be the same as a 4<sup>th</sup> offense in the stoplight/card system in the classroom. Student will be written up and sent to the office. Parent will be contacted. Student will be counseled and will complete a “Reflection” sheet which will be taken home and signed by the parent. Incident will be placed in student’s permanent file.

**2nd Offense** – Same as 1<sup>st</sup> offense, student will receive alternative intervention, and conference with parents.

**3rd Offense** – Same as 1<sup>st</sup> offense and student will be suspended from school. Student/parent conference will be required before student can return to school.

**Date Adopted November 1, 2011**

**Signature Lisa Linam  
Council Chairperson**

**Date Revised/ Updated/ Amended \_\_\_\_\_**