

# Creekside Elementary Anti-Bullying Policy

## **Belief Statement**

The Creekside Elementary community is committed to the elimination of bullying through the positive involvement and ongoing education of students, parents, and staff. It is the belief of the Creekside Elementary community that students are not inherently bullies but rather that bullying is a learned behavior and the behaviors of the bully, the bullied, and the bystanders can be changed. All members of our community should be treated with dignity and respect.

We recognize that conflict will occur between students, and that conflict does not necessarily represent bullying behavior. We will respond to reports of conflict in ways consistent with district policy and aligned with our school behavior plan. We will help students use skills and strategies to manage conflict that may occur.

The Creekside Elementary community is committed to the creation of a safe and caring environment for all students which promotes respect for all. To that end, we will not accept bullying behavior. A disciplinary process will be used to address any incidents of bullying behavior while still leaving the dignity of all students intact.

## **What is Bullying?**

Bullying incidents can be best defined as an incident of behavior that involves an imbalance of power and is intended to cause, or should be known to cause, people to feel uncomfortable or threatened. Bullying is an action that hurts, frightens, upsets, or demeans someone else. It can be committed by a group or a single individual and involves repeated and systematic harassment and attacks - or a single incident of inappropriate conduct designed to harass or intimidate a victim. Bullying can take many forms, none of which are acceptable. The main types of bullying include:

	Physical	Relational	Cyber Bullying
Name calling/putdowns	Hitting	Manipulating friendships	Email
Insults	Kicking	Gossip/rumors	Social networking
Racist comments	Spitting	Exclusion	Instant messaging
Sexist Comments	Pushing	Intimidation	Text messaging
Teasing/taunting	Inappropriate gestures/touching	Written Notes	Cell phone communication
Threatening/extortion	Tripping		Internet blogs
Harassment	Stealing		Chat rooms

## **Signs and symptoms that bullying might be occurring to a student:**

- Is frightened when walking to or from school
- Doesn't want to go on the school bus (begs to be driven to school)
- Changes to his/her usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering



- Attempts or threatens to run away or harm himself or herself
- Cries a lot
- Has nightmares
- Feels ill in the morning
- School work begins to suffer
- Arrives from school with damaged clothes or books
- Has possessions go missing
- Asks for money or steals money to pay bully
- Comes home hungry after lunch is stolen
- Becomes aggressive, disruptive, or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These indicators do not necessarily mean a student is being bullied, but if they are noticed, please reach out for help.

### **Responsibilities of Members of the Creekside Elementary Community**

All members of the school community are encouraged to take advantage of any educational opportunities to become more knowledgeable about bullying and bullying issues. The school will highlight opportunities, as they become available, in the weekly Creekside Connections newsletter.

### **Responsibilities of Students**

Students shall:

- Refrain from, report, and not accept bullying or bullying behavior directed toward others in the school, whether it occurs within the school building, on the school bus, during the school day, or by electronic means.

### **Responsibilities of Staff (including adult volunteers)**

Staff and Adult Volunteers shall:

- Provide a safe and secure environment for all students free from bullying.
- Act upon, respond, attend to, and follow up on any incidents of bullying that are reported to them or come to their attention through other indirect means.

### **Responsibilities of Parents and Guardians**

Parents and Guardians shall:

- Report any incidents of bullying as soon as reasonably possible.
- Provide positive support to students and the school involved in incidents of bullying.



## **Responsibilities of Bystanders**

Do the Right Thing:

- Don't be a silent witness. You would want someone to have your back if you were the one getting bullied.
- Don't watch and laugh. That's even worse than doing nothing.
- If it's too hard to speak out, send an anonymous note to school staff.
- Be assertive, not aggressive. Fighting doesn't help anyone.
- Invite the person being targeted to leave the situation with you.
- Encourage the target to get help from someone, like a counselor, teacher, or other adult who can help.

## **Student reporting**

Whether you are the bullied or the bystander you must notify an adult of bullying situations as soon as possible. If you are unsure of who to talk to, contact one of the adults on the list below. You are encouraged to talk to the primary contact person first as they are closest to the situation and can have the most immediate effect. If the primary contact person is not available, contact any of the people in the secondary contact list.

<b>Location</b>	<b>Primary Contact</b>	<b>Secondary Contacts</b>
On the bus	Bus driver	Counselor
In the hallway	Teacher	Counselor
In the classroom	Classroom teacher	Teacher assistants, other teachers
In the gym	PE teacher	Classroom teacher
School grounds	Playground duties	Classroom teacher; custodians
School activities, trips, sports	Teachers, parent	Office staff, principal, assistant principal
Cyber bullying	Parent/counselor/principal/assistant principal	Office staff
After school	Parent/counselor/principal/assistant principal	Office staff, Community Council member, PTA member

## **Procedures**

All incidents of bullying that are reported to school personnel will be investigated and dealt with. Students who engage in bullying-type behavior can expect a progressive disciplinary route with the goal of changing student behaviors. To get there, students can expect:

- office referrals
- documentation of information
- contact with parents



- referrals to counseling
- With repeated or severe incidents, discipline may progress to:
- Detentions
- removal of school privileges
- in-school suspensions
- out of school suspensions
- referral to the district for additional support or consequences.

All involved parties will be treated with dignity and respect throughout any disciplinary action taken.

