

GOLDEN WEST SCHOOLWIDE SYSTEM FOR BULLYING AND HARASSMENT

Our school's social vision

Be an everyday hero and help one another: it's cool 2B kind.

Why we implemented a schoolwide system to deal with bullying

Bullying and harassment stand in the way of our social vision. Therefore our school has adopted the No Bully System for preventing and responding to harassment and bullying during the school and after-school program, at school field trips, school sponsored events, and when students are traveling to and from school. This school wide system applies to all students, teachers, staff, specialists, and anyone who works on our campus, whether employed by the school or district pursuant to district anti-bullying policy 5131.2.

Definitions

Bullying is different from conflict. It occurs when a student, or group of students, repeatedly try to hurt, humiliate or get power over another less powerful student in any of the following ways.

- **Physical bullying** is when a student uses physical force to hurt another student e.g. by hitting, pushing, shoving, kicking, taking a student's belongings or stealing their money.
- **Verbal bullying** is when a student uses words, images or gestures to intimidate or humiliate another student e.g. by taunting, name-calling, teasing, put-downs, insults, threats and blackmail.
- **Relational bullying** is when a student excludes or isolates another student e.g. through leaving them out, manipulating others against them, or spreading gossip or rumors.
- **Cyber bullying** is when a student uses their cell-phone, text messages, e-mails, instant messaging, chats and websites (such as Facebook, Twitter, You Tube or Instagram) to bully another student in any of the ways described above.

Bullying may at times amount to **harassment**. It is harassment to target a student online or face to face because of their actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or because they are associating with a student or group of students with one or more of these actual or perceived characteristics.

It is **sexual harassment** when a student is the target of unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, when made on the basis of sex This is dealt with further in the district's sexual harassment policy (BP 5145.7.) See Parent's Rights Handbook page 29.

Our school does not tolerate bullying or harassment for any reason. You are breaking the law if you harass anyone at our school. It is a serious breach of the school rules if a student takes revenge or asks someone to threaten or hurt a student that has reported bullying or harassment.

How students can end bullying

Bullying and harassment cause pain and stress to students and are never justified or excusable as “just teasing” or “just playing.” When a student stands by doing nothing, or laughs or posts comments online when others bully, they are participating in bullying.

The students at Golden West have agreed to join together to treat others with respect both online and face-to-face so that we keep our campus bully-free.

All students agree to:

- Value student differences and treat others with respect both online and face-to-face.
- Ask the bullying students to stop when I or others around me are the target of bullying
- Seek help from any trusted adult on campus either verbally or by written note if I cannot safely stop the bullying, or I am worried that the bullying might continue.
- Never take revenge or ask someone to hurt a student that has reported bullying.

Our school takes a problem-solving approach to bullying. We have staff members trained as **Solution Coaches** to bring together a Solution Team of students and ask them to end bullying situations. Most Solution Teams successfully end bullying situations after one or two meetings without using punishment.

Staff, Teacher and Parent Response to Student Harassment and Bullying

Our school follows the No Bully System for preventing and responding to bullying and harassment.

Level 1 – Prevent & Interrupt

- All teachers, staff and students support a campus-wide system for preventing and stopping harassment and bullying.
- If any teacher or staff member witnesses an act of harassment or bullying, he or she shall take immediate steps to intervene and redirect students provided it is safe to do so.
- If a parent or guardian knows or suspects that their child is being harassed or bullied encourage your student to say “stop,” walk away or seek help from any trusted adult on campus. If this does not solve the situation, inform the Assistant Principal. The school can only help you if you trust us with the problem and tell us what is happening.

Level 2 – Check in with target of bullying and notify the Assistant Principal

- All members of school staff watch out for students who appear to be isolated from other students, who are put down by other students behind their back, or who show signs of being bullied.
- If any staff member knows or suspects that a student is the target of ongoing bullying or harassment (i.e. it has happened more than once and is likely to continue), he or she shall check in separately with the target and the bullying student(s), if appropriate, as soon as reasonably possible or refer this situation to the grade level counselor.

Level 3 – Solution Team, Progressive Discipline and other responses

Our school uses a variety of methods to prevent and end harassment and bullying. We may use Solution Teams®, progressive discipline with increased consequences if behavior continues, and suspension or expulsion.

- If a Solution Team is appropriate, the Assistant Principal will ask a Solution Coach to meet with the target of bullying and offer to convene a Solution Team to bring the bullying to an end. The Solution Team is a team of 6-8 students that includes the bullying students, bystanders, and students who are positive role models. The Solution Coach records progress using a Solution Team Log and shall report progress to the Assistant Principal. The AP informs the grade level counselor.
- If progressive discipline, suspension, or expulsion is appropriate, the Assistant Principal or Principal will meet with the bullying student, and involve their parents and teachers when determining consequences.
- *In all cases of bullying, the Assistant Principal will document and retain all the information of the incidents of bullying.*

Level 4 – Implement an Empathy-Building Action Plan

If a pattern of harassment or prejudice is apparent across an entire class or grade, the Solution Coach and other relevant school staff implement a plan to teach respect for differences and create a supportive peer culture.

Timeline for Complaints

Week One

- The Assistant Principal is notified of ongoing bullying or harassment.
- When appropriate, the Solution Coach runs a Solution Team or the Assistant Principal may engage the progressive discipline process.
- Parents of target informed.

Week Two

- Second meeting of Solution Team, if this has been initiated.
- Further progressive discipline or consequences issued when necessary.
- Parents of target informed of progress.

Week Three

- Third meeting of Solution Team, if this has been initiated.
- Target invited to attend this final Solution Team

- Solution Coach® notifies the Assistant Principal and parents of outcome.
- Solution Coach® implements an empathy-building plan for entire class or grade if needed.

If the school's intervention does not resolve the bullying, the student or their parent/guardian should inform the Assistant Principal or Principal. If the student or parent/guardian disagrees with how the school has responded to a complaint of discrimination, harassment, intimidation, or bullying, he or she may appeal to the Assistant Superintendent of Educational Services of Travis Unified School District at 707-437-4604.