



## Fairmount's Anti-Bullying Policies and Procedures

Purpose Statement	Fairmount is committed to making our school a safe and caring place for all students. We will treat each other with respect, and we will refuse to allow bullying of any kind at our school.
Defining Bullying	<p>Bullying is a mean or hurtful behavior that keeps happening. It is unfair and one-sided. Fairmount defines bullying by three primary characteristics:</p> <ul style="list-style-type: none"><li>● It is aggressive behavior that is usually repeated over time.</li><li>● It occurs in a relationship where there is an imbalance of power.</li><li>● It intends to cause harm or distress and/or has a serious harmful or distressing impact on the other child.</li></ul> <p>Bullying includes the following:</p> <ul style="list-style-type: none"><li>● Hurting someone physically by hitting, kicking, tripping, pushing, etc.</li><li>● Stealing or damaging another person's things</li><li>● Ganging up on someone</li><li>● Teasing someone in a hurtful way or name calling</li><li>● Using put-downs, such as insulting someone's race or making fun of someone for being a boy or a girl</li><li>● Touching or showing body parts</li><li>● Spreading malicious rumors or untruths about someone</li><li>● Leaving someone out on purpose or trying to get other kids not to play with someone</li><li>● Threatening</li><li>● Any of the above behaviors with electronic devices</li></ul>



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<p>Statement of Scope</p>	<p>Fairmount's consequences for bullying apply when bullying happens:</p> <ul style="list-style-type: none"><li>● On school grounds: Immediately before or after school hours, during school hours, or an any other time when the school is being used by a school group</li><li>● Off school grounds: At a school activity, function, or event</li><li>● When traveling: To or from school or a school activity, function, or event</li><li>● When using property or equipment provided by the school</li><li>● On or off school grounds including social media: When the behavior has caused significant disruption to the learning environment or interfered with an individual's ability to learn</li></ul>
<p>Reporting Procedures</p>	<p>Fairmount's expectation is that all bullying incidents are reported.</p> <ul style="list-style-type: none"><li>● Teachers and paraprofessionals witnessing or who become aware of a bullying situation should address it right away; many times the situation can be rectified before it requires complicated interventions.</li><li>● Referrals to the office</li></ul> <p>**Extreme cases of bullying will go directly to our administration.</p>



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<p>Investigating and Responding to Bullying</p>	<p>Teachers and paraprofessionals will:</p> <ul style="list-style-type: none"><li>● Closely supervise students in all areas of the school and playground</li><li>● Watch for signs of bullying and stop it when it happens</li><li>● Respond quickly and sensitively to bullying reports to ensure the safety of all students involved</li><li>● Look into all reported bullying incidents</li><li>● Use restorative practices and/or assign consequences for bullying based on Fairmount's Hierarchy of Consequences Matrix</li><li>● Provide immediate restorative practices and/or consequences for those who retaliate against students who report bullying</li></ul> <p>Once a bullying report is received, Fairmount administrators will conduct an investigation within three days. If it is determined that bullying has occurred, school administrators will:</p> <ul style="list-style-type: none"><li>● Take appropriate restorative practices and disciplinary action</li><li>● Notify the family of the bullied student</li><li>● Notify the family of the student who bullied</li><li>● Create a safety plan for the bullied student (a formal Jeffco safety plan if needed)</li><li>● Create a behavior change plan for the student who bullied (a formal behavior plan will be considered if the behavior is repeated)</li></ul>
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<p>Written Records</p>	<p>Written records of all bullying incidents and their resolution must be maintained using the following forms:</p> <ul style="list-style-type: none"><li>• Fairmount's Discipline Tracking and Referral form</li><li>• Fairmount bullying report form</li><li>• Fairmount student safety plan or Jeffco Safety Plan if situation is more serious</li><li>• Fairmount student behavior change plan</li><li>• Any written records of communication between the school and parents</li></ul>
<p>Consequences</p>	<p>There will be consequences and appropriate remedial action for those involved in bullying. Restorative practices will be used to the extent possible. The developmental maturity levels and ages of the students, the levels of harm, the reasons surrounding the incident, the nature of the bullying, the context in which the alleged incidents occurred, and the past history of the students involved will be considered when assigning consequences. Fairmount will follow our Fairmount Behavior Matrix and Jeffco Public School's policies when assigning consequences.</p>
<p>Training and Prevention Education</p>	<p>Fairmount takes a proactive approach to dealing with bullying by providing the following training and prevention education for our students and staff:</p> <ul style="list-style-type: none"><li>• Social skills lessons are a regular part of the curriculum at Fairmount. The Second Step program and its Bullying Prevention Unit are taught in all grade levels.</li><li>• All staff go through the Bullying Prevention Unit online training on recognizing and responding to bullying</li></ul>



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	<p>effectively.</p> <ul style="list-style-type: none"><li>● In addition to the general all-staff training, teachers, social workers, and administrators are trained on how to coach and create Fairmount safety and behavior plans and continue to follow-up with students involved in bullying. (Administrators will create Jeffco Safety Plans if the situation requires this level of action.)</li><li>● Staff members are trained and given resources to help create a positive classroom climate to minimize the likelihood that bullying will occur.</li></ul>
Communication Plan	<p>Bullying prevention information is communicated via:</p> <ul style="list-style-type: none"><li>● Bullying Prevention Unit Online Training</li><li>● Staff meetings</li><li>● Teachers to their students</li><li>● Bullying Prevention Unit lessons</li><li>● Bullying Prevention Unit posters placed in every classroom</li><li>● Jeffco's Code of Conduct and Fairmount's Code of Conduct Student Talk</li><li>● Fairmount's website for families and the wider community</li><li>● Emails to families</li></ul>