IMPORTANT DEFINITIONS

Bullying Bullying is the repeated use by one or more students or a member of a school staff of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a target that:

- causes physical or emotional harm to the target or damage to the target's property
- places the target in reasonable fear of harm to himself or herself or of damage to his or her property
- creates a hostile environment at school for the target, infringes on the rights of the target at school
- materially and substantially disrupts the education process or the orderly operation of a school

Cyberbullying is a form of bullying through the use of electronic devices. This includes the distribution, sharing and posting of messages, texts, photos, videos etc, which could reasonably cause another person to feel uncomfortable or embarrassed.

Target is a student who has been bullied, cyberbullied or experienced retaliation.

Aggressor is a student or school staff member* who engages in bullying, cyberbullying,orretaliation.

Retaliation is any form of intimidation or harassment directed against a student who has reported bullying.

**A school staff member includes, but is not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, paraprofessional and advisor to an extracurricular activity.*

HISTORY OF THE PLAN

The creation of the ***Bullying Prevention and Intervention Plan*** was a community effort in North Reading. On May 3, 2010, An Act Relative to Bullying, Chapter 92 of the Acts of 2010 was approved by Governor Patrick. Sections 72-74 of Chapter 38 of the Acts of 2013 provided revisions. Prior to, and since that time, North Reading's P.A.U.S.E. (Public Awareness and Understanding of Social Education) group has met in order to address the concerns about bullying prevention and intervention. The group includes staff members from all schools, parents, administrators, local officials, law enforcement, local community groups, and community members

The complete Bullying Prevention and Intervention Plan can be found online at:
www.north-reading.k12.ma.us

Incident Reporting Forms can be downloaded and submitted to a school administrator.
Mrs. Sarah Auger – Principal
Laura Oliveto – Asst. Principal

To make anonymous reports please send your letter via U.S. mail to:
Mr. Sean Killeen
Assistant Superintendent
North Reading Public Schools
189 Park Street
North Reading, MA 01864

North Reading Middle School

in conjunction with the North Reading Public Schools

Bullying Prevention and Intervention Protocol

The North Reading School Committee prohibits any act of bullying or retaliation for reporting bullying behaviors. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Demonstration of appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying are expected of administrators, faculty, staff, and volunteers to provide positive examples for student behavior.

WHAT WILL THE SCHOOL DO?

- ***Immediately respond to and investigate reports of bullying and/or retaliation.***
- ***Take steps to make students feel safe.***
- ***Follow the steps for reporting bullying and/or retaliation while keeping information private.***
- ***Tell parents/guardians about the report and explain the actions taken.***
- ***Take steps to stop bullying from happening again.***
- ***Determine appropriate discipline and notify law enforcement if necessary.***
- ***Keep records of all reports and follow up procedures.***



WHAT SHOULD PARENTS DO?

- ***Report incidents of suspected bullying.***
- ***Respect the privacy of everyone involved.***
- ***Work with the school to restore a sense of safety.***

OUR STEPS AND PROCESS

Step One: Safety

- Help the student who is possibly a target to feel safe again.
- Notify parents of both the possible aggressor and target of the incident(s).

Step Two: Investigation

- Interview all students and staff who may have information of the incident (s).
- Inform all involved of school policy and law.

Step Three: Determination

- Determine facts based on information discovered.
- Take steps toward preventing future bullying from occurring.
- Decide upon corrective and/or disciplinary responses needed.

Step Four: Disciplinary Action

- If indicated, discipline students per handbook guidelines.

Step Five: Obligations to Notify Others

- Contact other school personnel as needed.
- Contact police if criminal charges are indicated.

Step Six: Closing the Complaint

- Follow up with target regarding safety and the need for additional support.

FREQUENTLY ASKED QUESTIONS

How do I report a problem?

If you feel bullied or see someone else being bullied the best thing to do is tell a responsible adult. That adult will then help you through the next steps.

What happens if a bullying incident happens outside of school?

The law allows schools to get involved if it is creating an unsafe environment or interferes with your ability to learn.

What can be done to protect my identity if I report bullying?

You will remain anonymous to a certain extent. The school must have all the necessary information to investigate and address the matter.

Can the police ever get involved?

Yes, depending on the severity of the situation, the police may get involved. So don't be afraid to speak up.

