

TCA Secondary Student Training

Bullying, Discrimination, Safe2Tell & Conflict Resolution

MR. SEAN SHIELDS
TCA HIGH SCHOOL PRINCIPAL



1

A TITAN'S CREED

Titans love, respect and protect one another.
WE ARE TITANS!



2

A TITAN'S CREED

TCA takes A Titan's Creed seriously.
This presentation is an overview of TCA's expectations of student behavior and an explanation of the consequences.



3

BULLYING IS PROHIBITED

Bullying, retaliation, and false accusations are prohibited behaviors on school property, at school events, when students are being transported in a vehicle by the school, and off school property when such conduct has a nexus or link to school or any curricular or non-curricular activity or event.

ASD20 Policy JICDE

4

TITANS DO NOT BULLY ONE ANOTHER

Bullying is the use of force or intimidation to cause harm or discomfort to another person.



ASD20 Policy JICDE

5

TYPES OF BULLYING

Bullying can occur through written, verbal, or electronically transmitted expressions (i.e. cyberbullying) or by means of a physical act or gesture.

ASD20 Policy JICDE

6

BULLYING TOPICS

Per Colorado state law, bullying includes making fun of someone on the basis of academic performance, weight, height, or body size.

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7

TEASING IS NOT NECESSARILY BULLYING

Teasing is ...

- ▶ usually light and playful,
- ▶ happens between friends (sometimes),
- ▶ stops when someone asks.

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8

BULLYING

Bullying is ...

- ▶ repeated behavior,
- ▶ with intent to harm or control,
- ▶ based on a power imbalance, and
- ▶ can be physical, verbal, or on social media.

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9

THE LINE

Behavior crosses the line when:

- ▶ it is repeated,
- ▶ someone feels targeted,
- ▶ there is a power imbalance, and
- ▶ it is not stopped when asked.

ASD20 Policy JICDE

10

WARNING SIGNS YOU MAY BE CROSSING THE LINE

- ▶ Others stop laughing.
- ▶ Someone looks upset or avoids you.
- ▶ You are asked to stop, but you continue.

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11

RETALIATION DEFINITION

"Retaliation" is an act or communication intended as retribution against an individual who reports an act of bullying. Retaliation can also include knowingly making false accusations of bullying or acting to influence the investigation of, or the response to, a report of bullying.

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12

FALSE ACCUSATIONS DEFINITION

"False accusations" of bullying are those made knowingly by an individual or group of individuals with the purpose of causing harm to another individual and which are false.

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13

WHAT SHOULD A STUDENT DO IF BULLIED?

- Tell the person to stop.
- If the person does not stop, report the behavior to a principal, assistant principal, teacher, counselor, or another TCA adult.
- If you see or hear bullying done to someone else, report it. Titans protect one another.
- If on social media, take a screen shot, and block the person. Then tell an adult.

14

WHAT ARE THE CONSEQUENCES FOR BULLYING?

- A student who bullies is subject to appropriate disciplinary action, including suspension or expulsion.
- The harshness of the bullying is taken into consideration when disciplinary decisions are made.
- Bullying is considered more serious if someone asked the person stop and the person did not.

Policy JICDE-TCA

15

WHAT IF THE STUDENT IS JUST JOKING AROUND?



- If the words or actions meet the definition of bullying, a student will receive consequences.
- Students may receive consequences, even when joking around.

16

TITANS DO NOT DISCRIMINATE

- The Classical Academy is committed to a policy of nondiscrimination on the basis of disability, race, creed, color, sexual orientation, gender, marital status, age, national origin, religion, ancestry, or any other protected class.
- We value the diversity and worth of all individuals and respect our differences. We are all the same - we are human. We share your commitment to excellence.

Policy AC-TCA



17

WHAT IS DISCRIMINATION AND HARASSMENT?

- ▶ "Discrimination" generally occurs when a person is denied or limited in the ability to participate in or benefit from the school's services, activities, or opportunities on the basis of their protected class. Harassment of a person is a form of discrimination.
- ▶ "Harassment" is generally any unwelcome physical or verbal conduct or any written, pictorial, or visual communication by an individual that is directed at an individual or group based on their protected class that is objectively offensive to a reasonable individual who is a member of the same protected class.
- ▶ For a student, it is either made a term of condition of access to educational services, is used or threatened to be used as a basis for educational decisions affecting the student, interferes with a student's ability to participate in the school's educational services, or creates an intimidating, hostile, or offensive educational environment.

Policy AC-TCA

18

WHAT CONDUCT CONSTITUTES HARASSMENT?

Whether conduct constitutes harassment depends on a number of factors, including:

- The type and frequency, and duration of the conduct;
- The number of individual involved and their relationships;
- The age and education level of individuals involved;
- The location and context in which the conduct occurred; whether the conduct is threatening or any real power differential exists;
- Any use of stereotypes, epithets, slurs, or degrading conduct or communication;
- Whether the conduct includes an act of physical violence; and
- The effect on the student's education, if applicable.

Policy AC-TCA

19

IMPACT MATTERS MORE THAN INTENT

- Intent is what you meant to do, but impact is what actually happened. When the two conflict, it is our responsibility to own the outcome.
- Good intentions do not erase the negative impact of discriminatory words or actions.
- It is possible to unintentionally cause harm. When addressing discrimination, prioritizing the impacted person's experience over our own intentions is how we show respect.

20

WHAT SHOULD A STUDENT DO IF THERE IS DISCRIMINATION?

Choose the appropriate answer(s):

- a. Tell the person to stop.
- b. Tell a teacher, counselor, principal or assistant principal.
- c. Take a screen shot if it happened on social media.
- d. Screen shots are helpful evidence.



21

ANSWER

- f. Only answers a, c, and d.
- a. Tell the person to stop.
 - c. Tell a teacher, counselor, principal, or assistant principal.
 - d. Take a screen shot if it happened on social media. Screen shots are helpful evidence.
- TCA cannot address situations unless they are reported.
The earlier situations are reported, the better.

22

WHAT ARE THE CONSEQUENCES FOR DISCRIMINATION OR HARASSMENT?

A student may be suspended or expelled for discrimination or harassment.

The consequence will be more serious if it is directed at a person, occurs in a classroom or at a school activity, happens in front of others, is repeated after being asked to stop, or a power differential exists between the people.

23

WHAT IF THE STUDENT IS JUST JOKING AROUND?

- If the words or actions meet the definition of discrimination, a student will receive consequences even when joking around.
- Discriminatory jokes or action are never appropriate at school or at school activities.
- The impact of the actions is what is considered by administration.



24

Others may overhear or witness what is happening.

Remember you are accountable for anything you say or do at school.

25

- TCA administrators will attempt to maintain confidentiality of anyone who reports discrimination or who serves as a witness.
- Anyone who retaliates (or gets back) at someone who reports discrimination or someone who provides information to TCA may be suspended.

26

Mr. Shields	HS Administrative Office
Mrs. Altman	HS Administrative Office
Mr. Carpenter	HS Administrative Office
Ms. Schindler	HS Counselor Office
Ms. Wilson	HS Counselor Office
Ms. White	Connections: College, Career, and Counseling
Mrs. Birkey	North Campus, Room 3452
Mr. White	North Campus, Room 3453

27

Safe2Tell™ is a safe anonymous way to report information about a safety concern 24 hours a day, seven days a week.

Safe2Tell™ is a Colorado Prevention Initiative for school safety.

1-877-542-7233
www.safe2tell.org

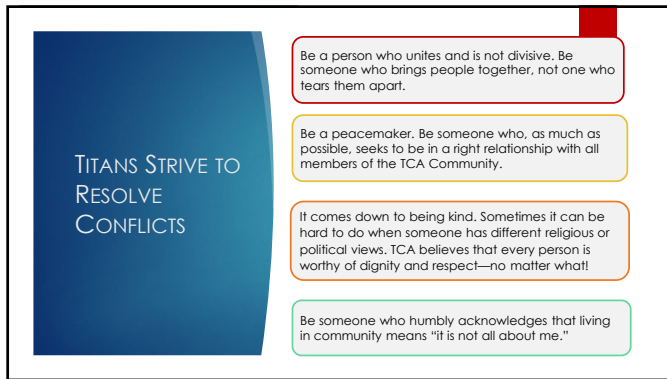
28

- Safe2Tell™ provides a safe, easy way to report information about anything that may be a concern to school or community safety.
- Safe2Tell™ is available to all Colorado schools, students, and parents – anyone who needs to report a concern but wants to remain anonymous.

29

- Anonymity is guaranteed by law; there is no caller ID and caller's names are not required.
- Safe2Tell™ provides a way to break the "code of silence" while protecting those who tell.
- It is against the law to give a false report.

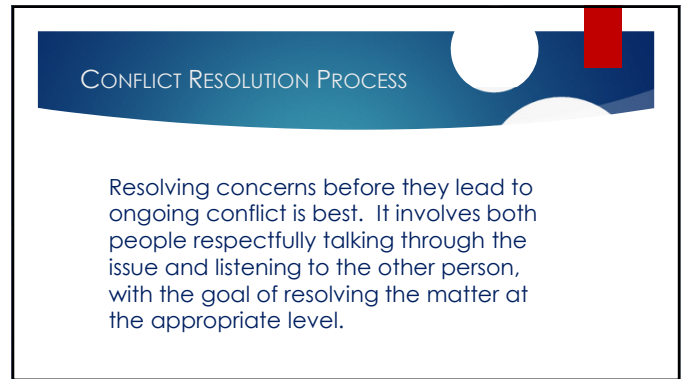
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TITANS STRIVE TO RESOLVE CONFLICTS

- Be a person who unites and is not divisive. Be someone who brings people together, not one who tears them apart.
- Be a peacemaker. Be someone who, as much as possible, seeks to be in a right relationship with all members of the TCA Community.
- It comes down to being kind. Sometimes it can be hard to do when someone has different religious or political views. TCA believes that every person is worthy of dignity and respect—no matter what!
- Be someone who humbly acknowledges that living in community means "It is not all about me."

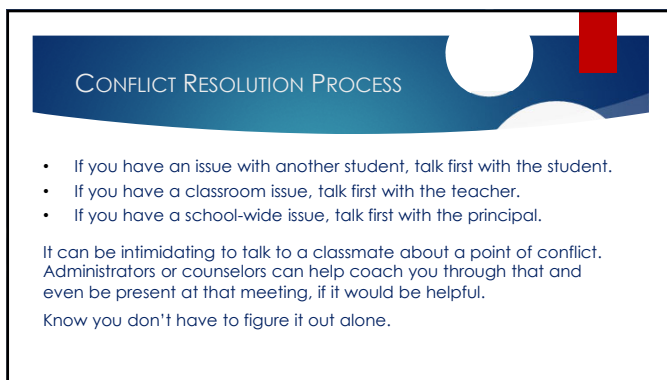
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CONFLICT RESOLUTION PROCESS

Resolving concerns before they lead to ongoing conflict is best. It involves both people respectfully talking through the issue and listening to the other person, with the goal of resolving the matter at the appropriate level.

32

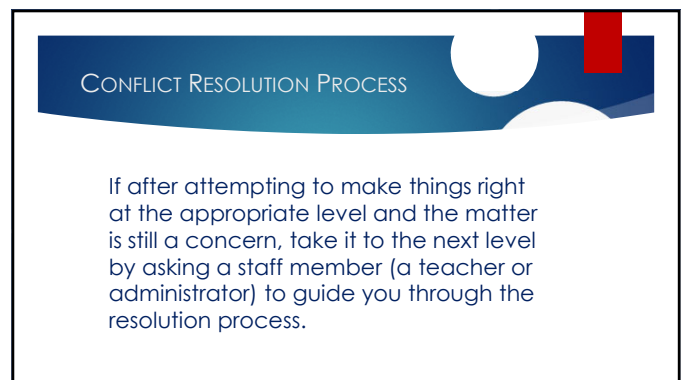


CONFLICT RESOLUTION PROCESS

- If you have an issue with another student, talk first with the student.
- If you have a classroom issue, talk first with the teacher.
- If you have a school-wide issue, talk first with the principal.

It can be intimidating to talk to a classmate about a point of conflict. Administrators or counselors can help coach you through that and even be present at that meeting, if it would be helpful. Know you don't have to figure it out alone.

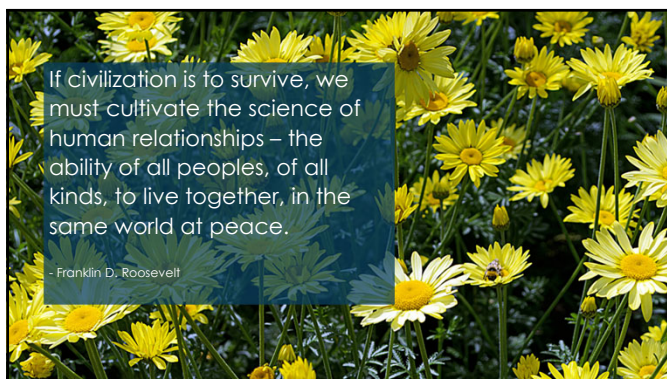
33



CONFLICT RESOLUTION PROCESS

If after attempting to make things right at the appropriate level and the matter is still a concern, take it to the next level by asking a staff member (a teacher or administrator) to guide you through the resolution process.

34



If civilization is to survive, we must cultivate the science of human relationships – the ability of all peoples, of all kinds, to live together, in the same world at peace.

– Franklin D. Roosevelt

35