

Hemby Bridge Elementary Anti-Bullying Plan

2026-2027

Mission and Vision Statement

Vision: School staff and families will work together to ensure that every child will achieve their highest potential and develop a life-long love of learning.

Missions: Growing knowledgeable and responsible lifelong learners.

Policy Statement (UCPS BOE Policy 4-7)

The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one of more of these characteristics.

Definition of Bullying Behavior

Bullying is a form of harassment. Bullying is the repeated intimidation of others by a real or threatened infliction of physical, verbal, written, electronically transmitted or psychological and/or emotional abuse through attacks on the property of another. Bullying may include, but is not limited to verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats, and exclusion from peer groups. It can also be seen as a pattern of gestures, written, electronic, verbal communications, or any physical act or any threatening communication, that takes place on school property, at any school-sponsored function, or on a school bus or any time or place when the behavior has a direct and immediate adverse effect on maintaining order or discipline in schools. Cyber-bullying is when a child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child, preteen or teen using the internet, interactive and digital technologies or mobile phones. It has to have a minor on both sides or at least have been instigated by a minor against another.

Anti-bullying measures

Hemby Bridge Elementary will take a proactive approach to dealing with bullying by providing the following opportunities for students and staff:

- Counseling - The school counselor is available to provide individual, small group and classroom lessons on what bullying is and how to handle and report a bully. SEL lessons will target conflict resolution, bullying, empathy, and kindness. The school social worker and Behavioral Health Therapist can also provide support for students and families.
- School Wide - All staff promote and teach the HBES PBIS Behavior matrix. Teachers give students “Bulldog Bucks” to recognize positive behavior. School wide/District wide events are scheduled to promote inclusivity, anti-bullying, and kindness (Starts with Hello Week, World Bullying Prevention Month, Random Acts of Kindness week, etc.).
- Classrooms - Classroom teachers report to the school counselor or administration when they believe bullying is occurring in their class. Teachers and administrators enter bullying related referrals into Infinite Campus.

Reporting Procedures for Staff and Students

Students and staff are taught the importance of reporting bullying concerns immediately so that appropriate action can be initiated. Reporting procedures include:

- Orally report to trusted adults, such as parents, teachers, teacher assistants, school counselor, and administrators.
- 2nd-5th grade students have the option to fill out a confidential form to see the school counselor.
- Parents can also directly share a student’s bullying concerns to the classroom teacher, administrator, school counselor, or another school staff member.
- Classrooms will utilize the “See something, Say something” model supported through UCPS. Students will be able to anonymously report bullying incidents within their classroom and throughout the school by documenting that they need to speak with an adult regarding a bullying situation.
- Teachers will inform the counselor and/or administrators immediately when they are aware of a bullying incident so that consequences can be determined as outlined in the bullying policy.
- Staff will use the Educator's *Handbook* to report any type of bullying.

Consequences and Appropriate Remedial Actions for Acts of Harassment, Intimidation, or Bullying

Consequences and appropriate discipline for those involved will be based on the level of harm, the reasons surrounding the incident, the nature of the behaviors, the developmental and maturity level of the students, and the context in which the incident occurred. When assigning a discipline action, Hemby Bridge Elementary will follow the UCPS Code of Conduct.

Resources

www.stopbullying.gov

www.kidscape.org

www.pacer.org

www.sandyhookpromise.org

www.cyberbullying.org