

# Student bullying and/or harassment policy

## Beliefs

1. The bullying and/or harassment of students has a negative effect on the educational environment of the school. Students who are bullied, intimidated or fearful of other students cannot take full advantage of the educational opportunities.
2. Bullying and/or harassment is an uninvited verbal, written or physical conduct directed at a student by another student(s) that has the intent and effect of:
  - a. Physically harming a student (e.g., hitting, kicking, spitting, pushing, and invading one's personal space in an aggressive manner)
  - b. Damaging, extorting or taking a student's personal property
  - c. Placing a student in reasonable fear of physical harm
  - d. Placing a student in emotional unrest by spreading rumors, manipulating social relationships or environment, engaging in social exclusion, extortion, intimidation, and ridicule
  - e. Discriminating against or marginalizing because of ethnicity, colour, disability, gender or sexual preference
  - f. Cyber-bullying: forms of verbal and psychological bullying that occur on the Internet through such social networking applications as e-mail, instant messaging, or personal profile web sites (such as Instagram)
  - g. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities
  - h. Creating verbal statements or written remarks that are taunting, malicious, threatening or sexual

## Standards

1. Bullying and/or harassment of a student by another student is strictly prohibited on school property, on school buses, and at school-sponsored events and/or activities, whether occurring on or off campus.
2. The school will conduct an annual bullying and/or harassment education program to provide definitions, inform students of their associated rights and responsibilities, and inform students of the consequences of bullying and/or harassing other students.
3. The school will conduct an annual bullying and harassment survey to determine the extent of such abuse and any necessary intervention and/or support actions that need to be instigated.

## Guidelines

1. This policy should be read in conjunction with the Community Relations Global policy, Code of Conduct, Code of Ethics (Teachers), Student Rights, Responsibilities and Expectations policy, Student Morale policy and relevant School Board policies.
2. Consequences for students who are found to have bullied others may include counseling, parent conference, detention, suspension, expulsion, and/or exclusion from school-sponsored activities.
3. Depending upon the severity of a particular situation, the Director may also take appropriate steps to ensure students' safety. Such steps may include separating and supervising the students involved, reporting incidents to law enforcement bodies, if appropriate, and the implementation of a safety plan and/or supervision plan with parents.