BULLYING

What to do about it

Important information about bullying

Definitions • Reporting Process • Interventions • Resources

bit.ly/CUSDBullying

CUSD

is dedicated to ensuring students and employees have a safe and supportive school-learning environment that protects from physical and emotional harm. Recognizing that bullying can occur in any school or online, CUSD has established programs, policies and procedures to support students, families and staff.

What is Bullying?

Pervasive   **Intimidating**   **Escalating**

Bullying = Intentionally aggressive behavior, repeated over time, that involves an imbalance of power.

BULLYING IS DIFFERENT THAN MEAN OR RUDE BEHAVIOR IN THREE IMPORTANT WAYS

REPETITIVE: It is a pattern. The bully keeps hurting the target(s) over and over again, despite being asked to stop.

IMBALANCE of POWER: The bully has more control or influence than the target. May be stronger, older, bigger, more connected.

ON PURPOSE: The bully is intends to harm or upset the target. There is nothing "accidental" or "unplanned" about bullying.

THE MOST COMMON FORM OF BULLYING IS WRITING OR SAYING MEAN THINGS:

" I don't like your short hair; you look like a boy "

" Why did you wear that dress? "

" You can't wear that shirt ever again because I have it and it looks better on me "

" You suck at soccer "

SOCIAL BULLYING: An individual or group makes a student feel excluded or humiliated. It may involve spreading rumors or manipulating friends and relationships.

PHYSICAL BULLYING: Involves hitting, shoving, kicking, pinching, or threatening to hurt someone.

What is Cyberbullying?

Cyberbullying is the misuse of online technology to harass, intimidate, tease, embarrass, threaten, or target another student or staff member through any digital device. It can occur through sending or posting an inappropriate or derogatory email, text, or instant message, tweet, voice message, digital picture, video or image, or a social media posting. The effect physically, emotionally, or mentally harms a student or staff member.

EXAMPLES OF CYBERBULLYING*

- A group of kids posting hurtful things about someone to other kids
- Sending neutral messages to someone to the point of harassment
- Posting hurtful things about someone on social media
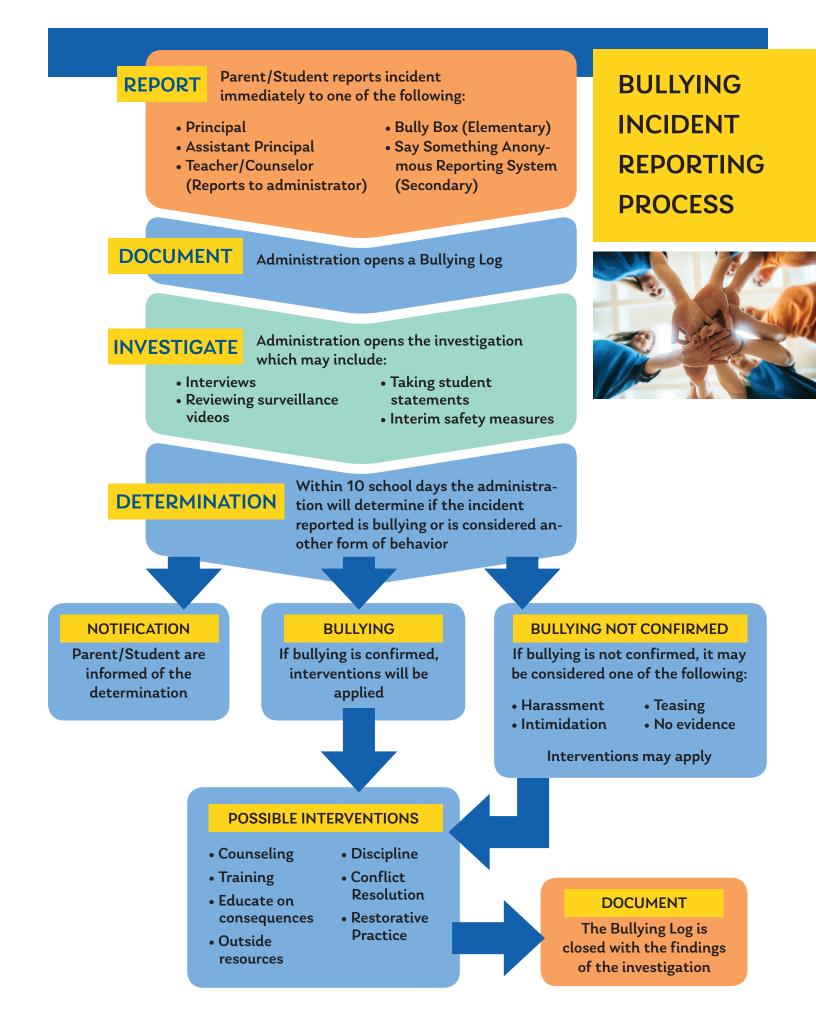- Spreading rumors or gossip about someone online

- Making fun of someone in an online chat that includes multiple people
- Attacking or killing an avatar or character in an online game, constantly and on purpose
- Pretending to be another person by creating a fake online profile
- Threatening or intimidating someone online or in a text message

Source: Understood.org

BULLYING INCIDENT REPORTING PROCESS

REPORT Parent/Student reports incident immediately to one of the following:

- Principal
- Assistant Principal
- Teacher/Counselor (Reports to administrator)
- Bully Box (Elementary)
- Say Something Anonymous Reporting System (Secondary)

DOCUMENT Administration opens a Bullying Log

INVESTIGATE Administration opens the investigation which may include:

- Interviews
- Reviewing surveillance videos
- Taking student statements
- Interim safety measures

DETERMINATION Within 10 school days the administration will determine if the incident reported is bullying or is considered another form of behavior

NOTIFICATION

Parent/Student are informed of the determination

BULLYING

If bullying is confirmed, interventions will be applied

BULLYING NOT CONFIRMED

If bullying is not confirmed, it may be considered one of the following:

- Harassment
- Intimidation
- Teasing
- No evidence

Interventions may apply

POSSIBLE INTERVENTIONS

- Counseling
- Training
- Educate on consequences
- Outside resources
- Discipline
- Conflict Resolution
- Restorative Practice

DOCUMENT

The Bullying Log is closed with the findings of the investigation

CUSD Interventions

School Based Services teach students how to recognize and respond to bullying:

- *Counselors* provide social emotional learning curriculum with a priority on bullying prevention and intervention

- Elementary and Middle School: *Second Step Program* for teacher training to address bullying

- *Signs of Suicide Prevention* program provided to all 7th and 10th grade students to help recognize the warning signs of suicide and depression.

  ### GOALS:

  - Create understanding that depression is a treatable illness

  - Educate that suicide is not a normal response to stress, and is often a tragic result of untreated depression

  - Increase help-seeking behavior by providing students with specific action steps: ACT (Acknowledge, Care, Tell)

  - Encourage students and their parents to engage in discussion

- *High School: Prevention* and intervention programs and behavior expectations with *PBIS* programs (Positive Behavioral Interventions & Supports) and Signs of Suicide program. PBIS is a proactive approach used to promote positive behavior and establishes a social culture where students learn what is considered appropriate behavior. Its focus is prevention, not punishment.

Parent/Student Resources | https://bit.ly/CUSDBullying

National School Climate Center: www.schoolclimate.org

Second Step: www.secondstep.org

Stop Bullying (US Department of Health and Human Services): www.stopbullying.gov

Resources on Bullying/National Bullying Prevention Center:- www.pacer.org/bullying

Kids Against Bullying: www.pacerkidsagainstbullying.org

Collaborative for Academic, Social, and Emotional Learning (CASEL) www.casel.org/bullying

Resources on CyberSafety and Digital Citizenship: www.cybersafetycop.com

California Department of Education –– Bullying Prevention and Training Resources and Frequently Asked Questions (FAQS) : www.cde.ca.gov (bullying in search bar)

What is Cyberbullying? www.understood.org

Cyberbullying Research Center: www.cyberbullying.org

The Bully Project: www.thebullyproject.com

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