BULLY PREVENTION AND INTERVENTION

School Corporation Employee Training on School Policy

Version: Whole School

Updated: 7-21-13

PART 1: INFORMATION SPECIFIC TO HEA 1423

BULLYING PREVENTION AND THE LAW

- **Bullying is defined for Indiana schools in HEA 1423**

- IC 20-33-8-0.2 – "Bullying" means:
- <u>Overt (intentional) unwanted, repeated acts or gestures</u> including:
  - *Verbal or Written communication*, or *images* transmitted in any manner (including digitally or electronically)
  - *Physical acts* committed, *aggression*, or *any other behaviors* that are committed by a student or group of students against another student *with the intent to*
    - **Harass, ridicule, humiliate, intimidate, or harm** the targeted student and
    - Create for the targeted student **an objectively hostile school environment**

BULLYING IS DEFINED FOR INDIANA SCHOOLS IN HEA 1423 (CONT.)

- IC 20-33-8-0.2 (continued)- an "*objectively hostile learning environment*":

  - ➤ places the targeted student in *reasonable fear or harm* to the to the targeted student's **person or property**;

  - ➤ has a *substantially detrimental effect* on the targeted student's **physical or mental health**;

  - ➤ has the *effect of substantially interfering* with the targeted student's **academic performance**; **OR**

  - ➤ has the *effect of substantially interfering* with the targeted student's ability to **participate in or benefit from the services, activities, and privileges provided by the school**

IDENTIFICATION OF BULLYING IN THE SCHOOL SETTING

- Bullying behavior <u>must</u> be identified using *all* of the components of the definition in HEA 1423:
  - Repeated behavior
  - Intention to cause harm
  - Creation of "objectively hostile learning environment" (Imbalance of Power)
- Schools should include in their education, policies, and procedures ways to help students and staff identify when a situation is **NOT** bullying
  - Peer conflict
  - Horseplay
  - Fighting
    - *Bullying is considered to be a form of abuse – mutual conflict where both parties participate equally is not considered Bullying*

IDENTIFICATION OF BULLYING IN THE SCHOOL SETTING

○ Relevant data collection and appropriate intervention in the area of bullying is *strongly dependent* upon the accurate assessment and identification of an incident as bullying or NOT bullying

- Include a way for students and staff to indicate whether the incident being reported **meets the definition** of bullying in your school policy

- **Clearly inform** students, staff, and parents when an incident reported ***does not meet the definition*** of bullying and why not

- **Educate** students and parents on the *differences* between **bullying and other types of conflict** whenever you have the opportunity

- Promote your clear and consistent evaluation of bullying reports and ***ALWAYS follow through*** on policies and procedures regarding bullying reporting and intervention

➢ School policies and procedures related to bullying "may be applied *regardless of the physical location* in which the bullying behavior occurred*, whenever:

  ➢ *the individual committing the bullying* behavior and *any of the intended targets* of the bullying behavior **are students attending a school** within the school corporation; and

  ➢ *disciplinary action is reasonably necessary* to **avoid substantial interference with school discipline** or to *prevent an unreasonable threat to the rights of others* to a **safe and peaceful learning environment**."

TYPES OF BULLYING
(CATEGORIES OF BULLYING FOR IDOE REPORTING REQUIREMENTS)

○ Physical

○ Verbal

○ Social/Relational

○ Electronic or Written Communication

REQUIREMENTS FOR THE DOE

Training and Support for School Safety Specialists and Safe School Committees in order to

- ➢ *assist* schools in the development of **policies, procedures , and intervention programs** that address bullying prevention locally;
- ➢ identify specific **categories of types of bullying for identification and _reporting_** of bullying incidents
- ➢ share guidelines for bullying prevention programming that include **age-appropriate, research-based information**

REQUIREMENTS FOR LOCAL SCHOOLS

- ➤ School corporations *shall establish discipline procedures* that **prohibit bullying** and include provisions concerning **education, parental involvement, and interventions**.
- ➤ School corporations *shall establish a detailed procedure* for the **expedited investigation of incidents of bullying**
- ➤ School corporations *shall provide training* to **all employees and volunteers who have direct, on-going contact with students**
- ➤ *No later than October 15th of each year,* each public school *shall provide age appropriate, research based instruction* focusing on **bullying prevention** for *all students in grades 1 through 12*

REQUIREMENTS FOR LOCAL SCHOOLS (CONT.)

➤ School corporations *shall establish a detailed procedure* for the **expedited investigation of incidents of bullying**. Procedures shall include:

  ➤ Appropriate responses to bullying behaviors wherever the behaviors occur,

  ➤ Provisions for anonymous and personal reporting to a staff member,

  ➤ *Timetables* for **reporting bullying incidents to parents** of all students involved,

  ➤ *Timetables* for **reporting bullying incidents to school administration, school counselors, superintendent, or law enforcement** if / when necessary,

REQUIREMENTS FOR LOCAL SCHOOLS (CONT.)

➢ *Discipline provisions* for teachers, school staff, or administrators who **fail to initiate or conduct an investigation** of a bullying incident, and

➢ *Discipline provisions* for the **false reporting of bullying.**

➢ **Guidelines for provision of follow-up services for the targeted and bullying students**

DESCRIPTION OF YOUR SCHOOL'S BULLY PREVENTION AND INTERVENTION POLICY

Local School Policy (Handbook Language)

Insert an outline of your school's Policy on Bullying including where the information can be found in your Student Handbook / Code of Conduct

DESCRIPTION OF YOUR SCHOOL'S BULLY PREVENTION AND INTERVENTION POLICY

Reporting Protocols & Timetables

Insert your reporting documentation including a directive on how referrals are made and review of the process evaluate each referral. Make staff aware of your intended timelines for assessment and follow-up interventions when a bullying incident has been identified.

DESCRIPTION OF YOUR SCHOOL'S BULLY PREVENTION AND INTERVENTION POLICY

Discipline Procedures

Insert an overview of your school's
discipline policy as it relates
to bully prevention

DESCRIPTION OF YOUR SCHOOL'S BULLY PREVENTION AND INTERVENTION POLICY

Follow up services for targeted
and bullying students

Insert description of your school's plan
for follow up services to both
the bully and the victim

DESCRIPTION OF YOUR SCHOOL'S BULLY PREVENTION AND INTERVENTION POLICY

Bullying Prevention Instruction

for all students

Insert description or overview of your school's plan to deliver bully prevention instruction to your students

TRAINING ALL SCHOOL EMPLOYEES

Bullying is everyone's problem. It will only be controlled through a total school effort. Administrators, faculty and Educational Support Professionals (ESP) who may witness bullying in their school this year include:

- Teachers, Instructional aides & substitute teachers
- Administrators & Counselors
- Cafeteria staff
- Bus Drivers
- Custodians
- Parent volunteers

TRAINING ALL SCHOOL EMPLOYEES

School administrators are now required to hold their staff accountable for recognizing and reporting acts of bullying. We all need to be aware of:

- The definitions of bullying
- How to recognize bullying when we see it
- What are our schools protocols for reporting incidents to administrators
- How we can contribute to creating a safe school environment

Remember….

It takes everyone working together to make your school a safe and supportive environment where every student feels welcome and ready to learn.

- Learn about bullying and how it differs from other student behaviors.
- Make sure you are well versed in your school's bully incident reporting protocols.
- Make the development of a positive school climate your priority. Promote it in the classroom and in the halls

Remember….

When you see something, do something.

- Intervene by separating the students involved.
- Get their names, but do not question students in front of other students.
- Report the incident following your school's guidelines.
- The students can then be questioned individually.
- Don't try to resolve the incident on the spot
- Don't assume that students can work it out without adult help. They can't.

Source: www.stopbullying.gov