



Our Lady of the Angels

Bullying Prevention Guidelines

1) PHILOSOPHY STATEMENT

Our Lady of the Angels School is committed to creating a safe, healthy, learning environment for all students that enhances personal respect, dignity, and equality among students.

2) DEFINITIONS

Bullying...

- Bullying is aggressive behavior or intentional harm doing
- Bullying can be physical, verbal, emotional or sexual
- Bullying is carried out repeatedly over time
- Bullying occurs within an interpersonal relationship characterized by an imbalance of power.

Sexual Harassment

- Sexual harassment is a form of discrimination based on sex. Discrimination based on sex means teasing someone differently because she or he is a female or male. Sexual harassment is illegal and prohibited by Title IX of the 1972 Education Amendments and Title VII of the Civil Rights Act of 1964.
- Sexual harassment is unwanted and unwelcome sexual behavior.
- Sexual harassment can be physical, verbal, or can include gestures or displays.
- Sexual harassment can happen once, several times or on a daily basis.
- Sexual harassment interferes with the target's academic or social life.

3) BULLYING ON CAMPUS CAN HAVE LONG-LASTING RESULTS FOR MANY STUDENTS.

These acts cause feelings of anxiety, fear, and shame in the students who are targets. They can interfere with concentration, inhibit full participation in class and interrupt academic and social learning.

- Witnesses and bystanders also experience similar feelings as they know they could be the bully's next target.
- Bullying can trigger tragically violent responses in some students with other risk factors as have been seen in schools across the nation.
- Bullying can be the early warning sign for anti-social, aggressive and increasingly violent behavior.

- 4) Examples of Prohibited Behavior Bullying: Name calling, racial slurs, pushing, crowding, hitting pinching, making fun of a person's body, telling jokes about someone, threatening to hurt someone, threatening hand gestures, and/or taking things without permission.

Examples of Sexual Harassment: Touching someone in ways that are not okay with him/her, making fun of someone's private body parts, passing a note that says sexual things about someone's body, continuing to tell dirty jokes around someone after he/she has asked the person to stop, making slurs about someone's sexual orientation, pressuring someone for inappropriate touches.

- 5) Bullying and Sexual Harassment will NOT be tolerated anywhere at Our Lady of the Angels School. This includes school facilities, premises, and non-school property if the student is at any school-sponsored, school approved or school-related activity, event or function.

- 6) **SPEAK UP WHEN POSSIBLE**

If possible, the target should tell the bully/harasser to stop. To the extent that a person feels safe and comfortable doing so, a target is first encouraged to confront the bully/harasser, telling them to stop because their actions are unwelcome.

- 7) **REPORTING**

Reporting bullying and sexual harassment to school staff is encouraged. Anyone may report bullying and harassment. They may report it to the classroom teacher of the student, or the school principal. The staff is expected to act on all reports and to pass the report on to the school administrator at the appropriate time. The reporting protocol is as follows:

1st Incident: Classroom teacher addresses the incident and assigns and monitors the appropriate consequence.

2nd Incident: Classroom teacher addresses the problem by informing the students' parents, and the principal of the incidents.

3rd Incident: Third report is sent to the principal, who determines the consequence.

4th Incident: Fourth report to principal results in referral to the SST program for action plan regarding the bully/harasser.

8) TATTLING VS. REPORTING

Our Lady of the Angels School defines “tattling” as telling an adult about another student’s actions with the purpose of getting that student in trouble.

Our lady of the Angels School defines reporting as telling an adult about another student’s actions with the purpose of getting help with a difficult situation, e.g., one that is threatening or hurtful.

9) CONFIDENTIALITY

Our Lady of the Angels School staff will strive to maintain confidentiality of any student target or bystander who reports bullying or sexual harassment. The school staff will also respect the confidentiality of the student accused of bullying or sexual harassment. Any disclosure of reported information, including the identity of another student, will be made only to individuals involved in the school’s response incident.

10)STUDENT ACCOUNTABILITY

Our Lady of the Angels School expects students to demonstrate respectful behavior throughout campus, on the bus, and at all school-sponsored events. Students whose behavior is found to be in violation of this policy will be subject to appropriate sanctions.

11)STAFF AND FACULTY ACCOUNTABILITY

All School staff are expected to model respectful interaction with all students and staff, at all times. Staff is expected to respond to bullying and sexual harassment incidents immediately, and in a manner consistent with school policy. Training will be provided to educate and to enhance staff skills for responding effectively to bullying and sexual harassment.

Staff members who witness an incident among students are expected to intervene by:

- Responding immediately
- Establishing the safety of the target.
- Educating both students by identifying the unacceptable behavior and explaining its harmful impact on the target and the other students.
- Setting a logical, reasonable, and educational consequence for the bully/harasser which promotes the safety of the target. Targets will not receive consequences.
- Non-classroom staff will report bullying/harassment to the classroom teacher. The classroom teacher will be expected to act upon the staff report, and also to follow-up with the reporting staff on the consequences of the bully/harasser.
- Non-classroom staff will also report any incidents to the principal.