# Policy and Procedures Prohibiting Harassment and Bullying New Hanover County Schools

Student Support Services



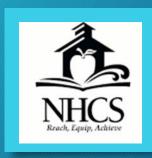
Judy Stubblefield, Bullying Prevention Coordinator

### **Bullying Prevention**



What We Have and What We Do

### PROHIBITION AGAINST HARASSMENT AND BULLYING BY STUDENTS



The New Hanover County Board of Education believes that all employees, students and their parents/families should be free of harassment and bullying as part of a safe, orderly, caring and inviting working and learning environment. The Board expressly prohibits harassment or bullying of students, employees and their parents/families, by students.

Policy:8307

## PROHIBITION AGAINST HARASSMENT AND BULLYING BY STUDENTS (cont.)



Any violation of this Policy is considered a serious violation and appropriate action shall be taken in response to a violation in accordance with the Student Discipline Policy 8410.

# This Policy will apply in the following circumstances:



- □While in any school building or on any school property before, during or after school hours;
- While on any bus or other vehicle as part of any school activity;
- □While waiting at any bus stop;
- During any school function, extracurricular activity or school sponsored function;
- ■When subject to the authority of school personnel; and
- □During any time, at any place or using any method of communication, including but not limited to electronic communications, when the behavior has a direct and immediate effect

# Acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic.

Defining
"Bullying"
or
"Harassment "

- race,
- ethnicity,
- ancestry,
- color,
- national origin,
- gender,

- socio-economic status,
- academic status,
- gender identity
- age

#### Acts based on:

Defining
"Bullying"
or
"Harassment
" (cont.)

- physical appearance,
- sexual orientation,
- pregnancy,
- religion,
- mental disability

- physical disability
- developmental or
- sensory disability,
- based on an association with a person who has or is perceived to have one or more of these characteristics

#### When a conflict occurs:

- both people involved have equal power in the relationship
- both people are emotional and upset
- •neither one is seeking power or attention
- both parties just happen to disagree.

#### Also, when people experience conflict:

- they likely will feel remorse and take responsibility for what they did wrong.
- they just want to solve the problem so that they can start having fun again.

Lastly, conflict happens occasionally and is usually not serious or emotionally damaging to either person.

# HARASSMENT OR BULLYING COMPLAINT PROCEDURES

Who can file a complaint

- Students
- Parents/guardians,
- School employees
- Volunteers
- Visitors or others

### What happens next



Teacher, staff member, student or parent can fill out 'Bullying/Harassment Reporting Form' found on website @

http://www.nhcs.net/forms.htm

- Form is turned over to designated investigator on campus
- ▶ Investigation completed within 72 hours

- If not bullying, follow up with individuals to make sure comments, conflict or supposed bullying does not continue
- If bullying, turn form into administration for further handling of matter to include follow up support for victim and offender.

#### Where to Find

Parent Resources

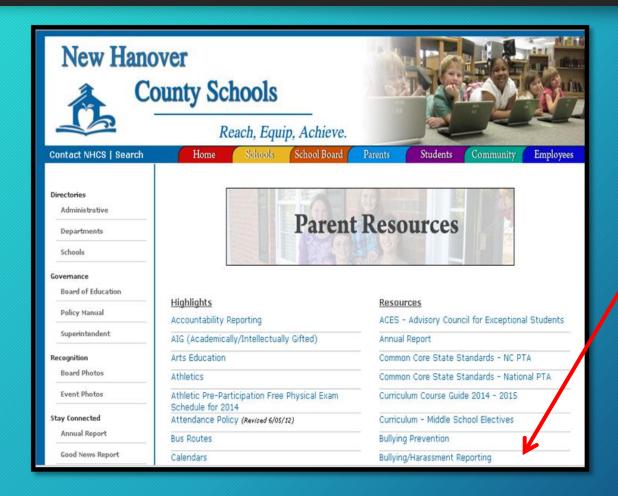
- Bullying

Harassment

Reporting Form

(Parent/Guardian/

Teacher)



Curriculum - Middle School Electives

Bullying Prevention

Bullying/Harassment Reporting
Form(Parent/Guardian)

Exploring Safe Ways to Use Technology

Destiny (Media Center)

Discipline Policy 8410

# Reporting form for Parents/Guardians/Teachers

Complete and turn in to your:

more space, attach another piec	r student has been bullied, please fill out the for e of paper. When you are done, turn this form i nistrator or counselor will contact you within to	ato the front office of		
Your name	our name Relationship to student			
Student's Name	Homeroom Teaches	Grade		
Your Phone Number	- Your Email			
Today's Date / /	When did the bullying occur?			
Please put an "x"one or both bo  My student is being bu  My student reported so				
Describe what you witnessed or	what the student reported to you:			
What did the student do? Was a	unyone with him or her?			
Were the student threatened in a If yes, please explain what was	any way?    Yes    No said, written, typed, or texted.			
with NACE	our name as indicated in school records and email from the em	all account you have on fa		
Date received in front office	/ /			

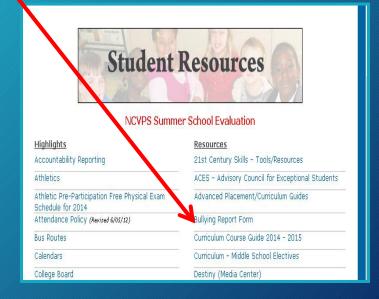
Campus administrator,
School Counselor
School Social Worker
Classroom teachers
Bus Driver or
SRO

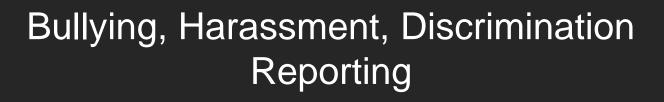
### Reporting Form for Students

Complete and turn in to your:

If you need more space, attach another piece of p	s and would like help, please fill out the form below. aper. When you are done, turn this form into the counselor will contact you within two school days.
Your name	
Your teacher's name	Your grade
Your phone number	Your email
Today's date \ \ \ Wi	ten did the bullying occur?\
Please put an "x"one or both boxes:    I felt builled   I saw someone else be builled	
Describe what happened when you or someone y	ou know felt bullied:
Who was involved in the bullying?  What did you do? Was anyone with you?	
Were you threatened in any way?  Yes If yes, please explain what was said, written, type	
Did an adult see the bullying or did you tell an ad If yes, who saw it or who did you tell?	ult about the bullying?   Yes   No
atch ASES.	in school records and email from the email account you have on fle
Date received in front office	
Signature of personnel receiving form	
Date formal investigation initiated\	

- Campus administrator,
- School Counselor
- School Social Worker
- Classroom Teacher
- Bus Driver or
- ·SRO







NHCS Data	#Rcvd in Student Services	#Confirmed	#PowerSchool
Elementary	166	87	107
Middle	132	61	59
High	25	6	6
Totals	323	154	172

#### NHCS Campuses Bullying Prevention Tools



### Character Education - N.C. Common Core Essential Standards of the Guidance Curriculum

- > PBIS
- Second Step
- Seven Habits of Highly Effective Kids, Teens and People
- > Mindfulness
- > Why Try
- > ABE Social Skills Modules
- Victimproof -Anti-Bullying

- Connected School
- Student Mentoring
- Peer Mediation
- Salvaging Sisterhood
- G.I.R.L.S.= Girls In Real Life Situations
- ➤ Mix It Up Diversity Education

### Ongoing



- District-wide observance of Bullying Prevention Awareness Month - October
- Professional Development tools for staff refresher
  - Active Supervision training
  - Bullying Investigations training
  - Bystander Response
  - Behavior Management Systems implementation to prevent Bullying
- Bullying Prevention Orientation for new employees



# The End