

Shepherd of the Hills Catholic School

BULLYING BEHAVIOR

Definition: "Bullying is as an act which is: - repeated; aggressive; unwanted; unprovoked; deliberate and is intended to isolate, hurt or humiliate another individual."

(Compiled by Committee Members – 2015-16)

Requirements for actions to be "Bullying Behavior"

- There is an imbalance of power between the aggressor and target.
- The behavior has happened over and over again
- The same people are involved
- The negative actions are being done on purpose
- The actions are hurtful (to body or to feelings)
- The target feels powerless to advocate for him/herself

Examples of prohibited bullying behavior:

- Verbal bullying: name calling, threatening, teasing, using racist remarks or rumor spreading.
- Indirect bullying: social exclusion, hurtful gestures or writing hurtful comments
- Physical bullying: hitting, kicking, theft, pushing or any other use of violence or force
- Cyber bullying: harassment using technology such as e-mail, social media, cell phone or websites.

Procedures for Reporting and Responding to Bullying Behavior

1. Parents/staff are to report bullying behavior to teacher/s of the student/s involved.
2. A Bullying/Behavior Report Form is to be completed by the reporter. (Beginning next week: Forms can be found on the Shepherd of the Hills website. Forms will also available in the office. Parents can request a form be sent home with the student as well.)
3. Students are also encouraged to report being a victim of bullying or being a witness to bullying behavior. The adult to whom the behavior is reported is to complete the Reporting Form.
4. The Bullying/Behavior Report Form should be turned into the school office no more than 2 days after the incident occurs or is reported to have occurred.

School Procedures for Dealing with Reported Incidents of Bullying

1. All incidents of bullying are viewed as serious offenses
2. All reported incidents are investigated and document on the Bullying Incident Investigation Form
3. The parents of all students involved are notified.
4. Further disciplinary measures may be taken.
5. The student who is the target may be referred to School Counselors. The student exhibiting bullying behavior may also be referred.

Bullying Prevention

1. School rules are taught by teachers and enforced by all staff.
2. All students are taught basic skills for managing such situations during the school year. The School Counselor also works with students on conflict resolutions, problem solving and anger management.
3. Mediation opportunities are also provided by the School Counselor (when available) for all students to prevent the escalation of conflicts.