

***W. L. Radney Elementary School***

***ANTI-BULLYING/CYBER BULLING PLAN***

**Introduction**

At William L. Radney Elementary, we believe that it is every person’s right to feel physically and emotionally safe while they are at our school. Because of this belief, we will do everything possible, both as individuals and as a campus, to create and preserve that environment through proactive anti-bullying education, zero tolerance for bullying behaviors along with well-defined and effective consequences for violations.

**Purpose:**

* In the belief that W.L. Radney Elementary School provides a safe and supportive learning environment.
* Promote the right of all students of the school, working within the school, to have an environment free from bullying and harassment.
* Eliminate bullying and harassment

**Definitions**

**Aggressor** is a student who engages in bullying, cyber bullying, or retaliation.

**Bullying - -** is the repeated use by one or more students of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a target that:

* Causes physical or emotional harm to the target or damage to the target’s property;
* Places the target in reasonable fear of harm to himself or herself or of damage to his or her property;
* Creates a hostile environment at school for the target;
* Infringes on the rights of the target at school; or
* Materially and substantially disrupts the education process/orderly operation of a school.

**Cyber bullying - - i**s bullying through the use of technology or electronic devices such as telephones, cell phones, computers, and the Internet. It includes, but is not limited to, email, instant messages, text messages, and Internet postings.

**Relational Aggression**--A form of covert bullying is a psychological and emotional form of abuse. It involves the specific use of relationships to hurt another, and is characterized by gossip, teasing, slander and exclusion.

**Hostile environment - -** is a situation in which bullying causes the school environment to be flooded with intimidation, ridicule, or insult that is sufficiently severe or pervasive to alter the conditions of a student’s education.

**Retaliation** is any form of intimidation, reprisal, or harassment directed against a student who reports bullying, provides information during an investigation of bullying, or witnesses or has reliable information about bullying.

**Staff** includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, support staff, or paraprofessionals.

**Target** is a student against whom bullying, cyber bullying, or retaliation has been committed.

**The Alabama Student Harassment Prevention Act** ‐ HB 0216 PDF ‐ www.BullyPolice.org/AL\_law2009HB0216.pdf

Any student, who believes they have been bullied, or who has seen another student being bullied, should report the problem immediately to a teacher or other adult on campus. Furthermore, any employee or parent who witnesses a bullying incident should report it to the campus principle, assistant principal, or counselor.

For any violation of the Anti-bullying policy, the following consequences will be applied in sequential order as each violation occurs. The campus principle may apply more than one disciplinary action, or skip a step, depending on the severity and nature of the violation.

**Student Behavioral Expectations:**

At W. L. Radney Elementary it is intolerable for a student or group of students to:

* Bully or harass any student or group of students
* Bully or harass any visitors to the school premises
* To request, instruct, induce, encourage, authorize or assist another to bully or harass

**Consequences and Appropriate Remedial Actions for a Person Who Commits an Act of Harassment, Intimidation or Bullying:**

W. L. Radney Elementary School administrators will consider the following factors when deciding on a consequence for students who commit acts of bullying and/or harassment: The levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged incidents occurred, and past history of the parties involved. A determination of which consequence will be imposed will only be made after all of the facts and surrounding circumstances are taken into consideration.

**For Bystanders**:

The school administrators and/or school counselor will interview all bystanders for the purpose of collecting important witness information.

 **Support Plan for Targets of Harassment, Intimidation, or Bullying**:

W. L. Radney Elementary School is committed to providing a safe and caring learning environment for our students. Students have received large group guidance on bullying and harassment.

**Reporting Procedures for Staff and Students:**

The administrators/counselor is responsible for receiving complaints alleging violations of bullying. All employees are required to report alleged violations of bullying/harassment to the administration. All other members of the school community, including students, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy.

**Investigation Procedures:**

The administrators are responsible for determining whether an alleged act constitutes a violation of bullying. Therefore, the administrator will conduct an immediate, thorough and complete investigation of the alleged incident.

**Prohibition of Reprisal or Retaliation and Consequences and Appropriate Remediation for a Person Who Engages in Similar Behavior:**

W. L. Radney Elementary School prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation, or bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation will be determined by the administrator after consideration of the nature and circumstances of the act, in accordance with federal and state statutes and regulations and board policies and procedures.

**Consequences and Appropriate Remedial Action for a Person Found to Have Falsely Accused Another As a Means of Harassment, Intimidation, or Bullying:**

Students reported who have been found to have falsely accused another as a means of harassment, intimidation or bullying, will be counseled, given positive behavioral strategies and may receive a consequence or remedial action. Consequences and appropriate remedial action shall be determined by the school administrator after consideration of the nature and circumstances of the act, including reports to appropriate law enforcement officials.

**Step 1: Intervention, Warning, and Redirection**

The staff member who receives the report will ensure that the immediate behavior stops and will reinforce to the student that bullying will not be tolerated. During this meeting with the student, the staff member will redirect the student to come up with a plan to prevent similar behaviors in the future. The staff member will ensure that proper documentation is made with the child’s home room teacher. **Note: It is possible to have more than one step one for a student depending on the nature and severity of the behavior. However, one student should not have many step ones.**

**Step 2: Meeting with Teacher/Principal/Counselor**

The student will meet with their teacher, principal and counselor to discuss the problem, solutions to the problem and to reinforce that bullying will not be tolerated. Parents are contacted by phone and student is notified in writing, on the documentation form, of future consequences if the behavior continues. Student must sign form.

**Step 3: Formal meeting with parents, Counseling, Level 1 Consequence.**

School staff will notify the parents of the involved student. The parents will be asked to meet with the principal and/or other members of the school support staff, including the student’s teacher, and the school counselor. Previous documentation will be reviewed with parent and student. The student will be required to sign the anti-bullying contract with parent signature as a witness. Student will begin individual sessions with school counselor and level one consequence will be assigned by principal.

**Step 4: Level 2 Consequence**

Principal will notify parents and assign Level 2 consequences. The student may serve multiple days of ISS, receive

corporal punishment, and/or lose school privileges.

**Step 5: Suspension**

In cases of severe or repeated bullying, the student may be suspended under District policies.

**Step 6: Expulsion**

In the event of dangerous bullying (such as serious physical violence or threats), or where repeated efforts to address the

problem have failed, the student may be expelled under District policies.

***Bullying Documentation Form***

Before this document can be shared with anyone other than campus administrators, the homeroom teacher or a reporting staff member, a copy must be made and any information in this document that identifies any student other than the student named on this form must be blacked out.

Student Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ HomeroomTeacher:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 1: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 2: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I understand that my bullying behavior will not be tolerated and it has been explained to me what the future consequences will be if I continue to bully other students on this or any other campus.

Student signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 3: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Level 1 consequence: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 4: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Level 2 consequence: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 5: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Suspension terms: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 6: Reporting staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Description of violation:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Expulsion terms: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***William L. Radney Elementary***

***Anti-bullying Contract***

Bullying, by definition, is any single incident or pattern of behavior directed at another person that results in that person feeling intimidated or harassed, or results in the physical or emotional injury of the person.

Some examples of bullying are:

1. Pushing, hitting, kicking or throwing things at someone.

2. Stealing or damaging another person’s property.

3. Name calling teasing.

4. Threatening to hurt someone.

5. Leaving someone out on purpose and without good reason.

6. Spreading rumors about someone.

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, understand that my previous behavior is by definition bullying, and I fully understand that W. L. Radney Elementary has a zero tolerance policy for bullying. I have also been made aware of the severe consequences that will be enforced if my bullying behaviors continue. Therefore, I promise that I will make every effort to keep our school a safe and caring place by stopping my bullying behaviors and following these simple rules.

1. Treat everyone with kindness and respect.

2. Resolve disagreements with other students peacefully.

3. Never tease, hurt, name-call or bully another student.

4. Refuse to join in if I see someone else being bullied.

5. Ask for help from an adult if I am bullied or see someone else being bullied.

6. Practice new, kind behaviors, and ask for help when I don’t know how to

 handle a situation.

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Student signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_