

BULLYING: PREVENTION, RESPONDING & REPORTING

TES Staff Training
on Policy and Procedure
Version: Whole School
2020



According to the National Association of School Psychologists, 160,000 students per day stay home from school because of bullying (Fried & Fried, 2003).

Source: www.nea.org

HEA 1423

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

- The definitions of bullying
- Recognizing bullying when we see it
- Our school's protocols for reporting incidents to administrators
- How we can contribute to creating a safe school environment

STATE LAW REQUIRES SCHOOLS TO PROVIDE A LESSON ABOUT BULLYING TO ALL STUDENTS BY A SCHOOL COUNSELOR OR OTHERWISE QUALIFIED PERSON,



NO LATER THAN OCTOBER 15TH FOR EACH SCHOOL YEAR

TERMINOLOGY

- **Target** Or Victim: Student that has been bullied
- Bullier Or **Student Exhibiting Bullying Behavior**: Student that has been identified as exhibiting behavior that was determined to be bullying
- **Witness** Or Bystander: Student(s) that have observed another student being bullied

**The terms in bold print are preferred language in hopes to help change thinking surrounding bullying.

TYPES OF BULLYING

(CATEGORIES OF BULLYING FOR IDOE REPORTING REQUIREMENTS)

- Physical
- Verbal
- Social/Relational
- Cyber (Electronic)

TYPES OF BULLYING

(CATEGORIES OF BULLYING FOR IDOE REPORTING REQUIREMENTS)

Physical bullying involves hurting a person's body or possessions.

Physical bullying includes:

- Ø Hitting/kicking/pinching
- Ø Spitting
- Ø Tripping/pushing
- Ø Taking or breaking someone's things
- Ø Making mean or rude hand gestures

VERBAL BULLYING

Verbal bullying saying mean things.

Verbal bullying includes:

- ∅ Teasing
- ∅ Name-calling
- ∅ Harassment
- ∅ Taunting
- ∅ Threatening to cause harm

SOCIAL/RELATIONAL BULLYING

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships.

Social bullying includes:

- Ø Leaving someone out on purpose
- Ø Telling other children not to be friends with someone
- Ø Spreading rumors about someone
- Ø Embarrassing someone in public

CYBER

ELECTRONIC OR WRITTEN COMMUNICATION BULLYING

is bullying that takes place through the use of written messages or using various forms of electronic technology.

Examples of Electronic bullying include:

- Ø mean text messages or emails,
- Ø rumors sent by email or posted on social networking sites, and
- Ø embarrassing pictures, videos, websites, or fake profiles.

BULLYING PREVENTION AND THE LAW

- IC 20-33-8-0.2 – “Bullying” means:
- Overt (intentional) unwanted, repeated acts or gestures including:
 - *Verbal or Written*
 - *Physical acts committed, aggression, or any other acts*
 - Committed by a student or group of students against another student
 - *Intent to*
 - Harass, ridicule, humiliate, intimidate, or harm the targeted student and
 - Create for the targeted student **an objectively hostile school environment**

Result:

- Targeted student in *reasonable fear or harm*
- *Substantially detrimental effect* on the targeted student's **physical or mental health**;
- *Substantially interferes* with the targeted student's **academics**
 - OR
- *Substantially interferes* with the targeted student's ability to **participate in or benefit from the services, activities, and privileges** provided by the school





**STAY
ALERT**

COMMON CHARACTERISTICS OF THE BULLIER

- Aggressive or easily frustrated
- Less parental involvement
- Experiencing issues at home
- Thinks badly of others
- Difficulty following rules
- View violence positively
- Lacks empathy for others

COMMON RISK FACTORS OF A TARGET

- Perceived as “being different” from peers
- Perceived ability/disability level
- Perceived socioeconomic status
- Poor social skills
- Socially isolated/few friends
- Overweight/underweight
- Many more....basic premise of “perceived difference”

WARNING SIGNS STUDENT MAY BE THE TARGET

- Unexplainable injuries
- Lost or destroyed clothing, books, possessions
- Frequent headaches, stomach aches or illnesses
- Changes in eating habits
- Difficulty sleeping
- Declining grades or interest in school
- Not wanting to go to school
- Sudden loss of friends
- Avoidance of social situations
- Decreased self-esteem
- Self-destructive behaviors

Bullying Can Happen Anywhere

- School policies and procedures related to bullying may be applied regardless of the physical location in which the bullying behavior occurred

HOW AM I SUPPOSED TO INTERVENE?

What to DO

- Intervene by separating the students involved, including witnesses.
- Get their names, but do not question students in front of other students.
- Report the incident following the school's guidelines.
- The students can then be questioned individually.

HOW AM I SUPPOSED TO INTERVENE?

What NOT to do (specific to bullying)

- 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.
 - You may need to call for assistance.
- NEVER** send the students to the office together.

Reporting Protocols & Timetables

Board Policy [5517.01](#) - BULLYING

Who to Report to & the Timeline to Report

Every staff member is required to report any situation that they believe to be bullying behavior directed toward a student to the building principal or assistant principal.

Board Policy [5517](#) - ANTI-HARASSMENT

Employees are obligated to make an official report at their earliest convenience and within two (2) business days.

How to report

Official report forms (5517) *Report of Harassment*: are available in the front office

Informal reporting (verbal, or anonymous) is not recommended for staff members, as it does not provide documentation that you have fulfilled the requirement to report.

You may email your report or submit it using Safe Schools Alert.

*If you submit a report online it is still your responsibility to make certain the administrator has received and read your report.

Reporting Online

www.tcsc.k12.in.us

tcsc.k12.in.us



TIPTON COMMUNITY SCHOOL CORPORATION
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COVID-19

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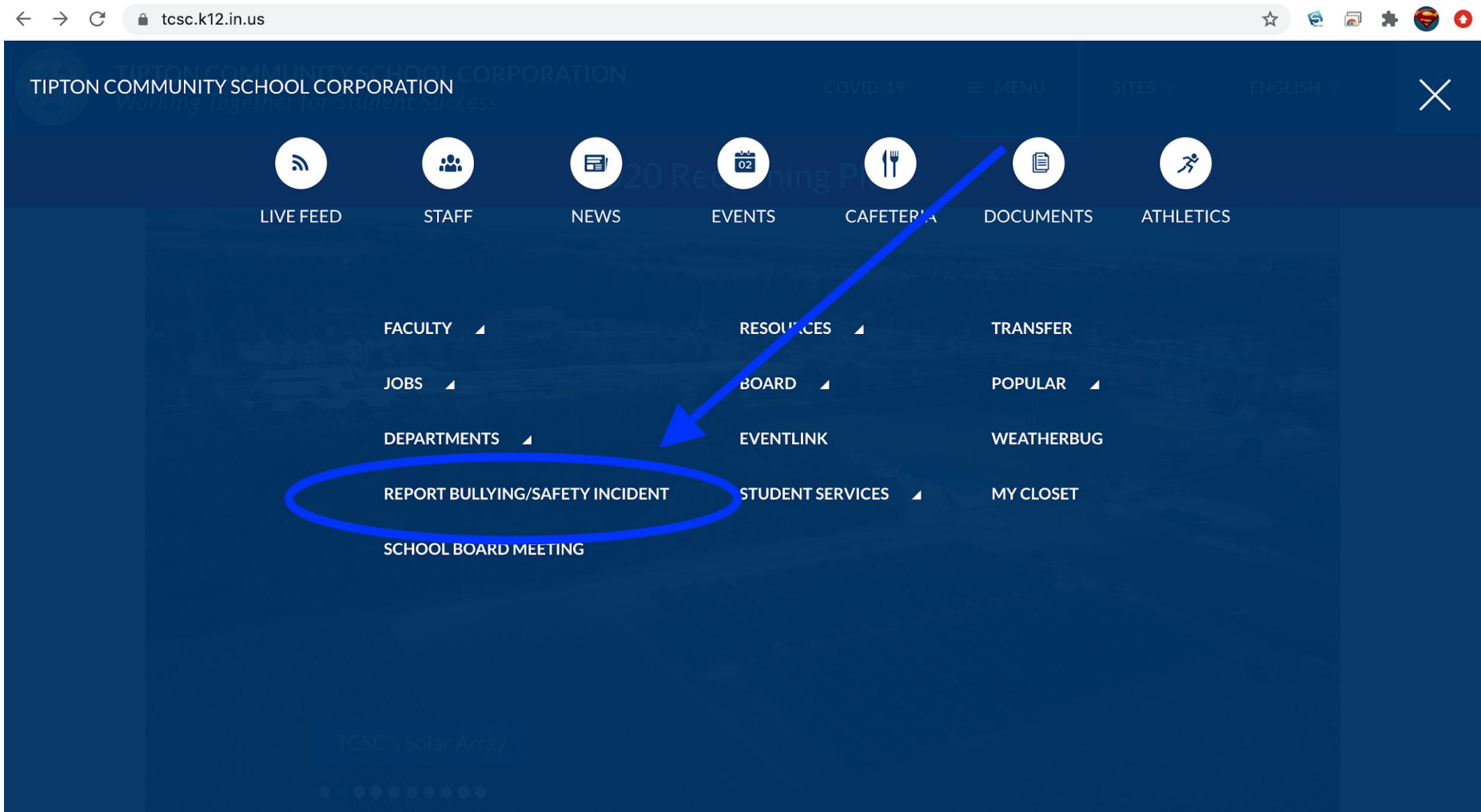
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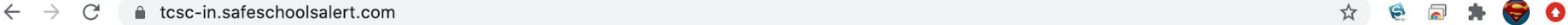
2020 Reopening Plan




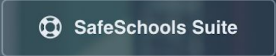

Reporting Online




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 **SafeSchools**
Alert




Welcome to the Tipton Community School Corporation
Online Tip Reporting System

Welcome to our SafeSchools Alert Tip Reporting System. This system allows you to quickly, easily, and anonymously report safety concerns to school officials 24/7/365. Help us create a safer learning environment - to submit a tip, please choose a button to the right.


 Enter access code to view previously submitted tip

YOUR ORGANIZATION'S CODE: 1927


SUBMIT A TIP




SAFESCHOOLS ALERT MOBILE APP
You can now report tips via the SafeSchools Alert Mobile App. Click here for more information.




TEXT



WEB



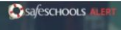
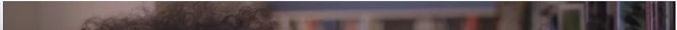


EMAIL



PHONE

If this is an emergency, please call **911**



Failure to Report

Board Policy [5517.01](#) - BULLYING

An employee who fails to comply with these duties is subject to disciplinary action, ranging from training to discharge, based on the severity of the noncompliance, any history of noncompliance, and the effect of noncompliance on the targeted student.

AFTER REPORTING

The principals will conduct an investigation promptly upon receiving a report. Parents of the target and accused bullier will be notified within 2 business days.

Upon conclusion of an investigation: Students who have been bullying will receive discipline as stated in board policy. The student(s) will also be required to undergo individual SEL training with the counselor or administrator.

Students who are found to have been targets will be offered counseling options.