

There is
a story behind
every person.

There is
a reason why they are
the way they are.
Think about that,
and respect them
for who they are.
- marcandangel

Bullying Prevention and Intervention

In Danvers Public Schools



Today's Goals:

Help Students understand:

- What bullying is
- What cyberbullying is
- Law against bullying
- What to do if you witness bullying
- Effects of bullying
- School's response when bullying is reported
- What is harassment
- Supports in the building

Bullying Definition

The repeated use by one or more students or by a member of a school staff of a written, verbal, electronic expression or a physical act or gesture, or any combination thereof, directed at the victim that:

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

Locations where Bullying can Occur

- On school grounds
- On property immediately adjacent to school grounds
- At school-sponsored or school-related activities
- At functions or programs whether on or off school grounds or during or outside of school hours
- At school bus stops
- On school vehicles
- Through the use of school technology or electronic devices at a location, activity or function or program that is not school-related or through the use of school technology/devices if the act in question:
 - creates a hostile environment at school for the target;
 - infringes on the rights of the target at school; and/or
 - materially and substantially disrupts the education process or the orderly operation of a school

Cyber-Bullying

Cyber-bullying is bullying through the use of technology or any electronic communication, which shall include, by shall not be limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted whole or in part by wire, radio, electromagnetic, photoelectric or photo optical system, including but not limited to electronic mail, internet communications, instant messages or facsimile communications.

Cyber-Bullying Includes:

- The knowing impersonation of another person as the author of posted content, if the impersonation results in bullying, as defined above.
- The electronic distribution of a communication to more than one person or the posting of material that may be accessed by more than one person, if that communication meets the definition of bullying.
- Cyber-bullying may include conduct such as sending derogatory, harassing or threatening emails, instant messages or text messages; creating websites that ridicule others; disseminating inappropriate pictures or images of others.

By law, every public school has to have an anti-bullying policy. This means a set of rules and procedures for how teachers, principals, and other adults MUST respond to every report of possible bullying.

We take bullying cases very seriously at DHS and we always follow through

- Every single student and teacher has the right to feel safe here
- When possible bullying is reported, there is always an investigation, and the Administrators keep records of every meeting and piece of evidence
- If, in the end, the investigation decides that bullying really did occur, then consequences are automatic and very serious

You can and should tell any adult who works at DHS if you have witnessed a bullying incident

- You can tell any teacher, athletic coach, guidance counselor, social worker, or administrator that you are comfortable talking to.
- It doesn't matter if you weren't personally involved in the incident, and it doesn't matter if it was in person or online let us know and we will sort it out.
- Even if you're not 100% sure, but you're "pretty sure" let us know so we can look into it.
- The Administrators will keep it as confidential as possible.

What If You Witness Bullying?

- Your non-support of someone bullying sends a clear message that you don't agree with what's happening
- If you see someone being laughed at, instead of turning your back, help the person turn his or her back to the bullying by walking to class with him or her
- Tell the person they don't deserve what's happening to them
- Students who are bullied often feel like no one cares. Help them feel like they are not alone.

What If You Witness Bullying?

- You can report it anonymously
 - We have anonymous reporting forms in each classroom.
 - Fill out the form and give it to a teacher or bring it to the main office
 - Administration will investigate the matter

Effects of Bullying on the Victim

.Have higher risk of depression and anxiety including these symptoms that may persist into adulthood:

- Increased feelings of sadness and loneliness
- Changes in sleep and eating patterns
- Loss of interest in activities
- May have increased thoughts about suicide
- Are more likely to have health complaints
- Are more likely to retaliate through extreme violent measures
- May have increased use of tobacco, alcohol or other drugs
- Are more likely to skip school

When Bullying is reported

The administration will...

- *Interview victim, witnesses, and aggressor*
- *Notify parents of both the target and the aggressor*
- *Make a determination of bullying or student conflict*
- *Notify staff of outcome*

When Bullying is reported

The administration must...

- *Notify law enforcement if criminal charges could follow*
- *Take disciplinary action*
- *Create a safety plan for the victim*
- *Notify parents of both the target and the aggressor*
- *Inform parents of the target about DESE's problem resolution system*

Harassment and Biased Conduct:

Harassment is a Form of Discrimination

- Conduct that creates, or contributes to the creation of, an intimidating or hostile environment for a student because of their race, color, religion, national origin, sex, gender identity, sexual orientation or disability.
- Harassment can take many forms, including verbal statements, online or social media activity, graffiti, and violent or threatening physical conduct.
- Harassment does not have to be repeated or targeted at a particular victim--a single, severe hate incident may create an intimidating or hostile environment—so too may a series or pattern of incidents that, although perhaps minimal if considered in isolation, become severe and pervasive when considered in their totality.
- Harassment creates an intimidating or hostile school environment when it is sufficiently severe or pervasive to unreasonably interfere with a student's educational performance or ability to participate in, or benefit from, school programs, activities, and services.

Bias-Related Conduct

Bias-Related Conduct is any conduct that violates or contributes to the violation of school policies, rules, and behavioral expectations, and indicates or demonstrates bias based on another person's actual or perceived characteristics including race, color, sex, gender identity, religion, national origin, sexual orientation or disability.

People to go to:

There are many individuals in our community that you can talk to and seek support:

- Teacher
- Aide
- Coach
- Guidance Counselor
- Administrator
- Administrative Assistant
- Any Adult!

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