

4390: Bullying and Harassment in Schools

Policy 4390

STATUS: APPROVED

BULLYING AND HARASSMENT IN SCHOOLS

Board Approved: April 13, 2011

Last Reviewed: June 19, 2013; January 2017

Preamble:

This policy is intended to provide statutory protection for students and direction for schools toward fostering a culture of acceptance and equity.

Description:

Of paramount concern to the Board of Education is that all people entering School District #59 environments must feel physically, psychologically and emotionally safe for the period of time that the school district holds responsibility.

Schools will intentionally foster the highest standards of acceptance and equity for all, regardless of their race, colour, ancestry, place of origin, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.

Schools will develop policy and practice that is in compliance with the BC Human Rights Code and with SD#59 policy.

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Assault, bullying or harassment in any form shall not be tolerated in School District #59 environments. Students shall not discriminate against others on the basis of race, colour, ancestry, place of origin, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age. Neither shall a student make gestures, publish, or display anything that would indicate an intention to discriminate against an individual or group, or expose them to contempt or ridicule.

Definitions:

Assault: a harmful physical, verbal or non-verbal attack, slur, or demeaning gesture directed against another individual or their property.

Bullying (including Cyber-Bullying): the *recurring* attempts to threaten, frighten, tyrannize, or intimidate another, including acts of aggression that are real or implied, verbal or non-verbal aggression, and/or social alienation where one individual attempts to exert their will or control over another person.

Harassment: to continuously trouble, torment, gesture or speak inappropriately toward another individual in a manner that causes discomfort to that individual.

To that end all schools will strive to:

1. Establish and maintain a safe, caring and orderly environment for a positive social and learning climate.
2. Model intolerance for assaults, bullying or harassment and expect the same from students.
 - a. Ensure a positive human rights environment that is *intolerant* of harassment, and facilitates safe expression, openness, appreciation for diversity, fairness, and equity, and encourages thoughtful and reflective citizenship.
3. Communicate, in the school's code of conduct and in the classroom, the school's expectations for acceptable conduct with regard to this regulation.
 - a. The school must clearly indicate that the school's expectations and student conduct includes time while at school, and in the community on school hosted activities:
 - b. Name and define acts of assault, bullying, and harassment within their code of conduct, and determine consequences for breaches of the code.

- c. Develop strategies that will allow for students to report events that have occurred to them, with low or no risk of retaliation.
- d. Develop restorative practices and strategies to remediate students who assault, harass, bully or act offensively towards others.
- e. Periodically throughout each year, teachers will intentionally address the topics of assault, bullying, and harassment.
- f. Teachers will differentiate in their instruction between “students that are in conflict” and the definitions for assault, bullying and harassment.