



BULLYING PREVENTION & INTERVENTION

Feb. 13, 2017

Bullying or Retaliation Regulations M.G.L c.71 370



Prevention

- School Climate-Building a Respectful Environment
- Social-emotional learning
- Annual Staff Training , Professional Development and Awareness
- Support and education for individual students at risk of being bullied and students who bully others
- Develop student skills to based in supporting healthy relationships and respecting diversity
- Education in the safe use of technology
- Partnership with parents/guardians

Lincoln Public Schools is committed to providing all students with a safe learning environment that is free from bullying and cyberbullying.

What is bullying?

- Bullying is not a one time incident
- Bullying is not teasing
- Bullying or cyberbullying is the **repeated use** by one or more students or by a school staff member of a written, verbal or electronic expression or physical act or gesture directed at a target that:
 - Causes **physical or emotional harm** to target or property
 - Places target in **reasonable fear of harm** to self/property
 - Creates **hostile environment** for target
 - Infringes on the rights** to the target at school or **disrupts** the **education process** or the orderly operation of a school

What is retaliation?

“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.”

- Retaliation toward the target
- Retaliation toward a reporter
- Retaliation is investigated

What does it mean to be vulnerable to bullying?

Members of certain student groups may be more vulnerable to becoming a target of bullying based on actual or perceived differentiating characteristics.

- *Race*
- *Color*
- *Religion*
- *Ancestry*
- *National Origin*
- *Sex*
- *Socioeconomic Status*
- *Homelessness*
- *Parenting Status or Pregnancy*
- *Academic Status*
- *Sexual Orientation*
- *Gender Identity or Expression*
- *Physical Appearance*
- *Mental, Physical Developmental or Sensory Disability*

Investigating Bullying or Retaliation (Bullying Prevention and Intervention Plan)

Reporting Bullying or Retaliation:

- Reports can be made by staff, parents, students or other individuals with knowledge
- Reports can be made orally or in writing (incident reporting form)
- Reports may be anonymous but NO disciplinary action can be based solely on an anonymous report

Principal Investigates allegations of bullying:

- Provide safety measure to target as necessary
- Parents of target and aggressor notified of investigation and procedures
- Principal may notify law enforcement if there is a belief of criminal charges (MOU)
- Interview appropriate witnesses
- Remind aggressor, target, and witnesses about prohibition of retaliation
- Maintain confidentiality
- Maintain written records

Principal will make a determination:

- Based upon the facts and circumstances'
- Take reasonably calculated steps to prevent recurrence
- Ensure target is not restricted in participating in school or school activities
- Determine remedial action and responsive actions or discipline required
- Principal may consult with other staff and parents to identify possible social-emotional contributing factors
- Principal will notify parents of target and aggressor in writing and share actions taken to prevent further acts of bullying or retaliation
- Provide a range of responses that balance accountability with the need to teach appropriate behavior

Bullying statement for Students on IEP's.

The IEP Team determines if the student is vulnerable of being a target of bullying , harassment or teasing or is at risk of being an aggressor.

If a student is vulnerable or has a disability that impacts social skill development the following occurs:

- A bullying statement will be in the additional information of the IEP
- IEP goals will reflect skill development to support students with proficiencies to avoid and respond to bullying , harassment or teasing.

Confidentiality of the Process

If your child is a target of bullying the school has limitations on what can be shared due to confidentiality rights of all students (FERPA).

- FERPA- Family Educational Rights and Privacy Act (law)
- School is prohibited from sharing any student information (student record) without parent consent
- Cannot share any information related to disciplinary actions related to another child
- Communication with another parent
- Names of other children
- Previous or past behavior of another child

What can we do as a community?

- Educate all children (target and aggressor)
- Consider the age and development of the children involved when determining actions
- Create a culture of respect and tolerance of differences
- Use of curriculum and/or school climate structures
- Partnering with parents/guardians to support all children in learning skills related to social-emotional functioning
- If your child is a target, reassure them that everyone is focusing on keeping them safe in school.
- Make the school aware of any incidents that may be bullying
- Provide supports such as counseling and social group training/skills
- Use of anti-bullying instruction

Next Steps....

- Create a committee to review and update the Bullying Intervention Plan annually
- Investigate anti-bullying curriculum and resources
- Conduct a needs assessment to include parents, students, staff and parents on school climate and safety needs