

## **ANTI-VIOLENCE POLICY INTRODUCTION**

A worthwhile school anti-violence policy must meet several purposes. This document attempts to address the more minor infractions on the violence continuum. Major incidents of violence, cases of severe safety and legal issues, are dealt with in other sections of the school's policies.

The intent of this policy is to:

- Heighten knowledge and awareness of violence in the form of bullying, harassment and intimidation. (See Appendix A for definitions.)
- Make the entire school community more aware of the harmful effects of bullying, harassment and intimidation. • Teach effective coping strategies to all students.
- Provide guidance and support to both victims and bullies.
- Provide a safe and encouraging environment for students to report incidents of abuse.
- Encourage and assist students to help and support fellow students when they become aware of others being violated.
- Provide clear expectations and consequences for violent behavior in order to deter potential offender and to allow them the opportunity to learn and grow from their mistakes.

Realizing that bullying is an abuse of power and control, this protocol or response plan is intended to give the victims as much control as possible in how the situation is managed, while at the same time encouraging them to be assertive in their responses to the bullying, harassment or intimidation.

## **GOALS**

The main focus of this policy is to provide relevant and practical education to our students throughout the curriculum and to have a policy that will meet the following goals. These goals can then be used as indicators of a successful school program:

1. An increase in the number of students who report violence.
2. An increase in the number of students who help when someone is being violated.
3. A reduction in the number of students being bullied, harassed or intimidated.
4. An improvement in the school climate, so that students will feel safe.
5. Provide clear expectations and consequences for violent behavior in order to deter potential offenders and to allow them the opportunity to learn and grow from their mistakes.

When a school representative becomes aware of an incident of bullying through personal observation, or through reports from student or parents or community members, the following response protocols will be implemented. Every effort should be made to investigate reports immediately and to implement consequences within twenty-four hours of the reporting of the incident.

## **PROTOCOL FOR INTERVENTION**

- A. Behaviours of Verbal, Exclusion, Rumour, Racial and Verbal Sexual

The Intervening Teacher will –

- i) Provide a verbal reprimand to the bully(ies)
- ii) Reassure the student(s) being bullied
- iii) Tell the bully(ies) they will be monitored
- iv) Call Parent(s) of bully(ies) explaining what happened and what consequences have been given.
- iv) Call Parent (s) of bullied student(s), explaining what happened and what has been done to protect their child.
- v) Complete an Incident Report (see Appendix C) and pass to Administration

## B. Behaviours of Physical, Threat, Damage to Personal Property and Cyber Bullying

The Intervening Teacher will –

- i) Provide a verbal reprimand to the bully(ies)
- ii) Immediately send bully(ies) to Administration
- iii) Reassure the student(s) being bullied
- iv) Obtain, if possible, a digital copy of any cyberbullying activity.
- v) Call Parent(s) of bullied student(s), explaining what happened and what has been done to protect their child. v) Discuss with Administration calling of parent(s) of bully(ies)
- vi) Complete an Incident Report (see Appendix C) and pass to Administration

### CONSEQUENCES FOR OFFENDING BEHAVIOUR

#### A. Behaviours of Verbal, Exclusion, Rumour, Racial and Verbal Sexual

The consequences of these behaviours shall be :

- A written incident report to be noted on student's file
- A written/verbal apology to the victim
- Monitoring for further behaviours
- Referral to the Guidance Counsellor

#### B. Behaviours of Physical, Threat, Damage to Personal Property, Cyber Bullying and Repeat

Offenders The consequences of these behaviours shall be :

- A written incident report to be noted on student's file
- A written/verbal apology to the victim
- In-school suspension (see Appendix B)
- Referral to the Guidance Counsellor
- If required by law, report behaviour to police

Note: On a second incident for the same student, additional consequences will be given at the discretion of the school administration (i.e., detention, suspension from extra-curricular activities, etc.)

#### Appendix A.

### DEFINITIONS

**NOTE:** This policy is intended to eliminate or at least reduce violence of all kinds in our school community. Bullying, harassment and intimidation are considered to be under the umbrella of violence.

**BULLYING** is defined as an intentional, negative act. While it may be a single act, it is usually repeated behaviour that involves a power imbalance. Here are some examples of what may constitute bullying behavior:

- Condescending treatment that undermines another's self-respect, name-calling, teasing, disrespectful comments.
- Gossiping, spreading malicious rumors, threatening glares, social ridicule, public embarrassment.
- Social isolation ("freezing out" or rejecting others), exclusion from a group, threatening to withdraw friendship.
- Repeated unwanted hostile communication.
- Unwelcome jokes, innuendoes, insults, or put-downs: taunts about a person's body, disability, religion, attire, age, economic status, and ethnic, sexual or national orientation.

- Insulting graffiti directed at an individual or group.
- Unwanted and uninvited sexual attention, particularly when it is intimidating, hostile or offensive to the recipient.
- Verbal threats, threatening correspondences (phone calls, emails, social media postings etc.), threats of violence against person or property.
- Physical threats: Showing a person a weapon, jostling, threatening to punch, stalking.
- Defacing or stealing a person's property.
- Daring or coercing victim to do something dangerous or illegal.
- Extortion (demanding payment or goods for victim's safety).
- Inciting hatred towards a victim.
- Setting up a victim to take blame for an offence.

## **APPENDIX B**

Eric G Lambert School Suspension Policy will be used. Suspensions may be served in-school or out of school. Suspensions are to be given in the following circumstances

- A. When the behaviour is of a serious nature, such as a physical altercation or theft.
- B. When there have been three written incident reports of bullying behavior from the beginning of Grade 5 to Grade 8 or Grade 9 to Grade 12 and each incident thereafter.
- C. When there is bullying behaviour of Physical Contact, Threats of any form, Damage to Personal Property and/or Cyberbullying.