



## **BULLYING PREVENTION AND HARASSMENT POLICY**

**ALL** forms of harassment and bullying are unacceptable and will not be tolerated. Students involved in any form of bullying, or intimidation, are subject to disciplinary action including suspension.

Physically, verbally, emotionally or psychologically abusing others, including bullying, intimidating, extorting and intolerance of others because of dress, race, gender, culture or other perceived differences will not be tolerated. In addition, witnessing or being a party to bullying, fighting, or harassment of any sort is also not tolerated.

**Cyberbullying** – Using the school's computer network, a network from home or the broader Internet for the purpose of harassment. This behavior includes but is not limited to harassing, terrorizing, intimidating, threatening or name-calling by sending or posting inappropriate email messages, instant messages, text messages, digital pictures, images or blogs. Anyone who feels he or she is a victim of cyberbullying should forward to or print the offending material and give it to a school official.

**Harassment** is defined as "comment, conduct, or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive." There are three basic forms of harassment:

- Physical Harassment - includes touching without permission, shoving, hitting or kicking the victim, or, taking or damaging the victim's property. It is easy to identify physical harassment. Individuals engaged in this form of harassment are usually known to the entire school population. As these individuals get older, their attacks usually become more aggressive.
- Verbal Harassment - individuals exercising verbal harassment use words to hurt or humiliate another person. Verbal harassment includes name-calling, insults, racist or sexual comments and teasing. Its effect can be more devastating than physical harassment.

Relational Harassment - the victim is effectively cut off from any social connections. They are excluded from participating in activities. Relational harassment usually occurs when students spread rumors about others, resulting in the victim's exclusion from the peer group.

To eliminate harassment in the school community, Summit Academy staff and administration encourage students to:

- Increase their responsibility towards the prevention of harassing behavior;
- Increase their willingness to help when someone is being harassed;
- Actively attempt to reduce the number of incidents of harassment;
- Consciously try to improve the school climate so that students will feel safe from all forms of harassment.

### **Reporting Harassment**

All people in the school are required to report any incidents of harassment. Reporting will need to be both a verbal and a written declaration. The 'Student Report of Harassment' form is available in Student Services. Once completed, the student may hand it in to a teacher, counsellor, vice principal or principal. The school



administration and counsellors will maintain a harassment record book. Any retribution for reporting harassment will not be tolerated and will be investigated accordingly.

### **Responding to Harassment**

Summit Academy staff will intervene if a student is a victim of harassment. The administration will determine appropriate interventions and/or consequences.

For the Perpetrator – Intervention that includes:

- Review of Summit Academy Code of Conduct;
- Consequences may include:
  - Verbal warning, detention or service work;
  - Notification of parents and/or the RCMP;
  - Compensation and/or payment for property damage or theft;
- Suspension

For the Victim – Support through:

- Counselling to restore victim's self-confidence;
- Helping victim build a peer support group;
- Involving community resources as needed (RCMP liaison);
- Involving parents.