

Bullying Behaviors Fact Sheet

Terms and definitions

Bullying means repeated aggression when the target cannot defend himself/herself due to having little power.

Conflict means a major disagreement between participants whose power is roughly equivalent.

Drama means a situation in which two or more participants choose to act out but maintain a relationship.

Goal

Our goal is to eliminate bullying and minimize conflict and drama, to create a positive school experience for all students. All students should feel free and safe, and should graduate with social skills ready for the workplace.

Responsibilities

Teachers- Supervise effectively. Work with students to promote good character. Communicate with parents and supervisor.

Counselors- Provide support to teachers and students. Communicate with parents and other professionals to solve short-term problems.

Principals- Supervise effectively. Monitor behavior. Discipline students as required to maintain good order. Communicate with parents and law enforcement.

Non-teaching staff- Monitor behavior. Demonstrate good character. Report infractions to supervisor.

Parents- Teach children appropriate ways to interact. Show good judgment when problems come up. Communicate with teachers and principal as needed. Advocate for child.

Students- Listen to others. Show respect and compassion. Act kindly and responsibly. Report problems to caring adults. Stand up for others who feel powerless.

Other family members- Support parents' and schools' efforts to develop strong young people.

Policies

Confidentiality

Federal law, known as FERPA, prohibits the release of information about a student to anyone besides family members and some law enforcement agencies. Actions taken to counsel or discipline students/staff will not be relayed to the victim's family or referred to in open settings such as Board of Education meetings.

BOE Bullying

Board of Education policies prohibit harassment or discrimination based on race, color, creed, national origin, gender, sexual orientation, religion, political philosophy, or age in all phases of education. They also prohibit bullying.

Kansas Bullying

The Kansas legislature defines and outlaws bullying, including cyber bullying, at school or at school events off-campus.

Reporting to authorities

Teachers, counselors, principals, and parents may report bullying to school authorities or to law enforcement at their discretion. Results of such reporting are not made public due to FERPA.

Support Systems

Each school creates and updates systems to celebrate good choices and to discourage poor choices. These include but are not limited to assemblies, awards, and points to be accumulated each semester.

Surveys

Students- Every October, students in grades 3-12 complete an anonymous survey asking about incidents and location of bullying which they have observed. This data is used by principals and counselors to plan programs and to position staff to minimize occurrences. Graphs showing the most current survey results are on the back of this sheet.

Staff and parents- Staff and parent surveys are conducted every three years. This data is used by principals and counselors to plan programs and to position staff to minimize occurrences.

What are the steps when in-school bullying is reported to the principal, counselor, or teacher?

1. Investigate quickly to determine the facts. 2. Work toward a satisfactory resolution. 3. Follow up with student later.

What happens when out-of-school bullying is reported to the principal or counselor?

School personnel will determine **if the incident makes an impact** on the educational environment.

If there is an impact, follow the steps above. If there is no direct impact, recommend that the family follow the steps above.