

STAND UP TO BULLYING POLICY UPDATES

ANTI-BULLYING

POLICY & PROCEDURES



BULLYING IS. . .

An intentional written, verbal or physical act including but not limited to one shown to be motivated by any characteristic such as:

- race
- color,
- religion
- ancestry
- national origin
- gender
- sexual orientation
- mental or physical disability or other distinguishing characteristics.



GOVERNOR SNYDER SIGNS ANTI-BULLYING LAW

“This legislation sends a clear message that bullying is wrong in all its forms and will not be tolerated.”

- Rick Snyder, 2011

- Snyder signed the house version of the law on December 6th.
- The Holly Academy adopted their anti-bullying policy in 2007.
- In 2014, the law was amended to include language specific to cyberbullying.



BULLYING AND OTHER AGGRESSIVE BEHAVIOR TOWARD STUDENTS

The Board of Directors believes that a safe and civil environment in school is necessary for students to learn and achieve high academic standards. It is the policy of the Academy to provide a safe and nurturing educational environment for all of its students. Appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying is expected of students, as well as administrators, faculty, staff, visitors, and volunteers. **BULLYING AND CYBERBULLYING ARE PROHIBITED.** Bullying and cyberbullying of a student, whether by other students, staff, visitors, Board members, parents, guests, contractors, vendors and volunteers, is prohibited. All pupils are protected under this policy, and bullying and cyberbullying are prohibited without regard to its subject matter or motivating animus.



SIMPLY STATED, BULLYING...

- Is intimidating or subjecting a person to hostility or ill treatment .
- Involves actions which cause another person to feel afraid, humiliated, embarrassed, threatened or shamed.
- Occurs in a relationship in which there is an imbalance of power.
- Is repeated over time.



BULLYING HAPPENS IN FIVE WAYS

Verbal

- Teasing, jokes, ignoring/isolation, gossip, threats

Physical

- Blocking someone's path, physical restraint, pushing, kicking

Cyber

- social networking, text messaging, email (rumors, mean, embarrassing)

Sexual

- Teasing, touching, slapping, pictures, emails, graffiti

Property

- Hiding belongings, theft, arson, extortion, vandalism, destruction



BULLYING IS NOT. . .

- A normal childhood activity
- A rite of passage
- The target's fault



DIFFERENTIATING BULLYING FROM NORMAL PEER CONFLICT/MEAN BEHAVIOR

Normal conflict/mean behavior

Equal power or are friends

Happens occasionally

Accidental

Not serious

Equal emotional reaction

Not seeking power

Remorse-will take responsibility

Effort to solve the problem

Bullying

Imbalance of power

Repeated negative actions

Intentional

Physical or emotional harm

Unequal emotional reaction

Seeking control/material things

No remorse-blames target

No effort to solve the problem



WHAT TO DO IF YOU SUSPECT YOUR CHILD IS BEING BULLIED . . .

Talk with your child

- If your child is being bullied, they need to have a voice in how the situation is handled.

Contact the school

- Set up a meeting with your child's teacher(s) and/or administrator.
- Develop a plan for keeping your child safe, particularly during vulnerable times (class breaks, lunch, recess).
- Find out what activities or counseling options are available for your child.

Contact police...

- If the actions are criminal (assault, theft, serious threats, vandalism).



RECOMMENDATIONS . . .

If you suspect your child is being bullied

- Don't encourage your child to fight back - - two wrongs don't make a right.
- Listen to your child; do not ignore your child's plea for help.
- Discern whether the incident fits the traits of bullying.
- Don't confront the other child directly.
- Avoid bringing your child and the bully together to elicit an apology or resolve the issue.



ENCOURAGE YOUR CHILD TO FOLLOW THE 3 STEPS

THREE STEPS TO STAND UP

1. **STOP!!** (use the bully's name) Johnny (describe the unwanted action) stop hitting me!

STOP, JOHNNY! STOP HITTING ME!!

2. **WALK** away and remove yourself from the situation

3. **TALK** to someone about it.

- It needs to be documented.
 - Do not hold it in.
 - It is not normal nor is it ok.
 - If people do not know they cannot help.



ZERO TOLERANCE

A series of revisions to Michigan's Zero Tolerance laws took effect August 1, 2017. These changes require districts to conduct a thorough review of local student discipline policies and procedures. In particular, schools should be aware of the following:

- The new law requires consideration of seven factors in EVERY case of suspension or expulsion EXCEPT FIREARMS.
- Administrators can use the new factors as justification to not suspend or expel a student, even for a “zero tolerance” offense, except FIREARMS.
- There is a rebuttable presumption that any suspension over 10 days is unjustified “unless the district can demonstrate that it considered each of the factors”.
- Districts must consider using restorative practices as an alternative to or in addition to suspension.



THE SEVEN FACTORS

1. Student 's age
 2. Student's disciplinary history
 3. Seriousness of offense
 4. Whether the student has a disability
 5. Whether the violation threatened health/safety
 6. Whether to use restorative practices
 7. Whether lesser intervention is appropriate
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RESTORATIVE PRACTICES

The new laws require that schools consider using restorative practices in addition to or in place of suspension or expulsion. The new law defines restorative practices as “practices that emphasize repairing the harm to the victim and the school community caused by a pupil’s misconduct.”

They may include

- Victim-offender conferences
- Opportunity for the offender to accept responsibility and “repair the harm”

They may require the offender to

- Apologize
 - Participate in community service, restoration, or counseling
 - Pay restitution
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