Weddington Elementary School
Bullying Policy

Everyone at Weddington is committed to making our school a safe and caring place for all students. We will treat each other with respect and kindness, and we refuse to tolerate bullying of any kind at our school.

UCPS BOE Policy 4-7

The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Definition of Bullying/Cyber-Bullying
- **UCPS Definition (BOE Policy 4-7)** - Bullying is a form of harassment. Bullying means the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted or emotional abuse through attacks on the property of another. Bullying may include, but is not limited to, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats, and exclusion from peer groups.
- **Student Definition**- Bullying is done on purpose and usually happens more than one time. Bullying is when someone does not treat another person with respect and hurts them physically or emotionally.
- **Cyber Bullying**- Cyber-bully is when a child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child, preteen or teen using the Internet, interactive and digital technologies or mobile phones. It has to have a minor on both sides, or at least have been instigated by a minor against another minor. Cyber bullying is usually not a one-time communication, unless it involves a death threat or a credible threat of serious bodily harm.

Examples of bullying behaviors
- Hurting someone physically (Examples- kicking, hitting, pushing, pinching, throwing things)
- Threats
- Stealing
- Leaving someone out of a group on purpose
- Name calling and teasing someone in a hurtful way
- Starting and spreading rumors

Student Bullying Prevention
- Treat everyone with respect and kindness
- Try to include others
- Refuse to bully others or let others be bullied
- Report bullying to a staff member when you see it

Staff Bullying Prevention
- Watch and listen carefully for bullying, especially at recess. Stop bullying when you see it!
- Spread out at recess and stay on watch. Teachers should move around so that they can see all areas of the playground.
- Have class discussions about respect and how to treat others.
- Make sure your students know the school's bully policy
- Pay attention when students say that they are being bullied
- Follow the school's policy and give consequences each time you see or find out that bullying really happened!

What should you do if you or someone you know is being bullied?

- Privately tell their teacher or another school staff person. You can talk to them or write a note.
- Put a note in the counseling mailbox
- Tell mom and dad so they can notify the teacher and school
- If cyber-bullying is suspected visit http://www.stopcyberbullying.org/index2.html for suggestions and resources.

Staff Response

- If you see it, immediately go over and stop it.
- When bullying is reported, the teacher should respond quickly and sensitively.

For All Reports of Bullying

Step 1
INVESTIGATE- Determine what happened and who was involved. Use the school's bully policy to decide if the report is bullying.

Consider these questions-

Was the action done on purpose?
Did the student intend to hurt another person emotionally or physically?
Has it happened more than once
Does the potential cyber-bullying impact the learning environment?

Examples- When a student calls another student a name once; this is probably **not** bullying. When a student has made threats, repeatedly teased and participated in name calling, or physically hurt another student this is probably a bullying situation.

Not Bullying

Step 2
RESPOND- Handle appropriately based on classroom policies

Possible Outcomes:
- Provide consequences such as a warning, discussion with teacher, pulling cards, etc.
- Talk to the student about problem-solving strategies and encourage him/her to use these ideas
- Make changes that will help prevent the problem from reoccurring

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Bullying

Step 2
CONSULT- Contact an administrator or counselor right away to discuss the situation

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Step 3
RESPOND- Based on the consultation with counselor or administrator, the teacher or administrator gives consequences to the student

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Step 4
REPORT- Teacher completes a bullying report form and turns it into a counselor the day the incident is reported.

Possible Consequences for Bullying
(An administrator **MUST** be consulted before giving consequences)

- Note or phone call to parents
- Meeting with parents
- Write about bullying and why it was not a good choice
- Write an apology letter

- Silent lunch
- Visit to administrator for discussion and consequences
- In school or out of school suspension

Physical bullying or retaliation after someone reports is an immediate referral to administration.