

MAY 21, 2014 (*updated 2019*)

BULLY PREVENTION and REMEDIATION POLICY For PENELAKUT ISLAND LEARNING CENTRE



Preamble

All students have the right to attend school, free of threat of physical abuse and harassment. Our intention is to have a safe, caring and orderly school environment. Which means we want to provide an environment that is physically safe, offers social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.

Definitions of Unacceptable Behaviour

Bullying behaviour: a pattern of repeated aggressive behaviour, with negative intent, directed from one person to another where there is a power imbalance.

Bullying behaviour is a type of harassment and intimidation. This aggressive behaviour includes physical or verbal behaviour, and is an intentional and purposeful act meant to inflict injury or discomfort on the other person. There are three critical conditions that distinguish bullying from other forms of aggressive behaviour including:

1. **Power:** involves a power imbalance. Individuals who bully acquire their power through physical size and strength, including status within the peer group, and/or by recruiting support of the peer group.
2. **Frequency:** is repeated over time. Bullying is characterized by frequent and repeated attacks. It is this factor that brings about the anticipatory terror in the mind of the person being bullied that can be so detrimental and can have the most debilitating long-term effects.
3. **Intent to harm:** is intended to hurt. Individuals who bully generally do so with the intent to either physically or emotionally harm the other person.

Cyber bullying: bullying behaviour which is carried out through an internet service such as email, chat room, blog, discussion group or instant messaging. It can also include bullying through mobile phone technologies and new internet technologies in the future. Harassment: any unwelcome or unwanted act or comment that is hurtful, degrading, humiliating, or offensive to another person is an act of harassment. Of particular concern is such behaviour that persists after the aggressor has been asked to stop.

Harassment: is any behaviour that demeans, humiliates, or embarrasses a person, that a reasonable person should have known would be unwelcome

Any of the following behaviours could be considered harassment:

- condescending treatment that undermines another's self-respect, name-calling, teasing, disrespectful comments
- gossiping, spreading malicious rumours, "dirty" looks, social ridicule, public embarrassment
- social isolation ("freezing out" or rejecting others), exclusion from a group, threatening to withdraw friendship
- repeated unwanted communication
- unwelcome jokes, innuendoes, insults, or put downs; taunts about a person's body, disability, religion, attire, age, economic status, ethnic or national origin
- insulting graffiti directed at an individual or group
- unwanted and uninvited sexual attention, particularly when it is intimidating, hostile, or offensive to the recipient.

Intimidation: Intimidation is the act of instilling fear in someone as a means of controlling that person.

Any of the following behaviours could be considered intimidation:

- verbal threats: threatening phone calls, threats of violence against a person or property
- physical threats: showing a weapon, jostling, threatening to punch, stalking or following
- defacing or stealing victim's property
- daring or coercing victim to do something dangerous or illegal
- extortion (demanding payment or goods for a victim's safety)
- inciting hatred toward a victim
- setting up a victim to take the blame for an offence

Definitions of Acceptable Behaviour

Safe schools: schools in which members of the school community are free of the fear of harm, including potential threats from inside or outside the school. The attitudes and actions of students, staff and parents support an environment that is resistant to disruption and intrusion, and enables a constant focus on student achievement.

Caring schools: schools where it is known that a sense of belonging and connectedness – not just for students, but for everyone in the school community – is a necessary element in the creation and maintenance of a safe learning environment. Caring schools are ones in which members of the school community feel a sense of belonging and have opportunities to relate to one another in positive, supportive ways. All aspects of school life embrace and reflect diversity. The school is an inviting place for students, staff, parents and visitors. Staff members make conscious and concerted efforts to help other members of the school community feel connected.

Orderly schools: schools that are free from chaos and confusion, and alive with the sights and sounds of purposeful learning activities. Routines for repetitious activities are well established so students' minds and bodies are free to focus on the learning and development work at hand. A businesslike atmosphere exists, yet there is creativity and fun in abundance. Everyone in the school has work to do and does it in a timely way – and in a way that doesn't interfere with the learning and development of others. Everyone feels a sense of meaningful accomplishment, and feels the school is a good place to be.

All members of the school community are informed about and exercise their rights and responsibilities as school citizens.

ADMINISTRATIVE PROCEDURES FOR BULLYING SITUATIONS

1. Penelakut Island Learning Centre will implement a school-wide behaviour program that will include:
 - a) bullying prevention (ERASE)

Primary Safe School Coordinator with Basic Violence Threat Risk

Assessment

Secondary Staff member with Basic Violence Threat Risk Assessment

- b) comments reflecting this policy in the School Code of Conduct and outline of Student Behaviour Expectations in the school handbook
 - c) a progressive discipline/consequences plan for misconduct, including support for behavioural change which will be considerate of student age, maturity and special needs, if any
 - d) support to victims of intimidation, discrimination, harassment or aggression.
2. When a principal is informed about an act of bullying including intimidation, harassment or aggression by a student that has occurred within the jurisdiction of the school, the principal shall conduct a thorough investigation of the circumstances, documenting all pertinent details and ensure appropriate action is taken when necessary (up to and including suspension). The Principal will consult with the authority and take into account the student's age, maturity and special needs if any, when assessing the situation.
 3. Whenever possible and appropriate, to focus on a consequence that is restorative in nature rather than punitive.
 5. When a principal considers the offense to be of exceptional severity and/or of a persistent nature and has indefinitely suspended a student for an act of bullying, intimidation, harassment or aggression, the principal shall:
 - a) Consider reporting the matter to the local law enforcement authorities and, if appropriate, seek their assistance (if not already requested)
 - b) At the moment of suspension, attempt to make telephone contact with one of the student's parents or guardian informing them of the circumstances of the suspension or send a letter home if unable to make contact.
 - c) Make a written report of the situation immediately to the Band Administrator or Education Coordinator.
 - d) Send a letter to the parents or request a meeting for further discussion.
 - e) Ensure that appropriate remedial action is taken and take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of the policy
 - f) Call Safer Schools Together: 604-560-2285 or 1-855-677-3720 for serious threat assessment or school trauma

Corrective Actions for the Bully or Harasser

- A suspension or expulsion
- Elder consultation/counselling
- Legal Action

Remedies for the Victim may include:

Penelakut Island Learning Centre recognizes that part of the bullying policy is to ensure a safe and caring orderly environment and that in such matter remedies for the victim must be part of the healing process. Penelakut Island Learning Centre will ensure that opportunities for the following occur:

- An oral or written apology from the harasser
- Elder consultation/counselling
- Local counselling services provided
- ERASE support and resources

MINISTRY DOCUMENTS

Safe, Caring, and Orderly Schools: A Guide (2004)

Diversity in BC Schools: A Framework (2004)

BC Performance Standards Social Responsibility: A Framework (2001)

[Harrassment and Bullying Prevention Order I 1/16 \(2017\)](#)

Saferschoolstogether.com/professional-resources/

[ERASE Bullying website](#)

