

Waddell Language Academy Bullying Protocol for 2018-19

Definition of Bullying (Stopbullying.gov):

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

► In order to be considered **bullying**, the behavior must be aggressive and include:

- **An Imbalance of Power**: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition**: Bullying behaviors happen more than once or have the potential to happen more than once.

► **Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.**

CMS School Board Policy JICK

It is the policy of the Charlotte-Mecklenburg Board of Education to maintain learning environments that are free from harassment or bullying. This freedom includes, but is not limited to, freedom from harassment or bullying

- based on an individual's real or perceived race; color; religion; ancestry; national origin; gender; socioeconomic status; academic status; gender identity/expression; physical appearance; sexual orientation; physical, mental, developmental, or sensory disability; creed; political belief; age; linguistic or language differences; height; weight; marital status; parental status; or
- because of an association with a person who has or is perceived to have one or more of these characteristics.

The Board prohibits any and all forms of harassment or bullying on Board property or at Board-sanctioned events. All persons on CMS campuses or present at CMS-sponsored events are expected to conduct themselves in ways that promote a positive environment, consistent with the behavioral expectations set forth in this policy.

Waddell's Belief on Bullying:

It is our mission to make sure that all students, teachers, and staff feel welcome and safe at school. We take priority in listening to student, parent, and teacher concerns in order to continuously build a culture of caring and respect for all. We will not tolerate bullying or harassment in any form. Bullying is a behavior that can change due to choice and does not define an individual.

When a student or parent reports bullying to an adult at Waddell or anonymously:

► **1st report**: An administrator and school counselor must be notified. School counselors and administrators will meet together with the students involved separately to determine the cause and events of the bullying situation. The team will then document evidence of repeated occurrence and/or an imbalance of power using the WLA investigation form. Both parents will be contacted in writing or by phone regarding the bullying report and results. The team will withhold name(s) of the person(s) who reported the occurrence(s) to protect their confidentiality and attempt to report anonymously. Counselors will develop an action plan to share with teachers, parents, and administration. Counselors will follow up with students on a weekly basis over a short

period to provide counseling skills and support for the child who bullied and the child who was bullied (as needed). This can include individual counseling, conflict resolution or restorative justice, and/or group counseling depending on their (the child who was bullied) level of comfort/safety around the child who bullied. Depending on the severity of the case, students who exhibit bullying behavior on the first incident will receive an administrative consequence according to the CMS Student Code of Conduct based on the results of the investigation.

► **Additional reports:** An administrator and school counselor must be notified. School counselors and administrators will meet together with the students involved separately to determine the cause and events of the bullying situation. The (team) will then document evidence of repeated occurrence and/or imbalance of power using the WLA investigation form. The parents of the victim will be contacted in writing or by phone regarding the bullying report and results. A conference with the parent(s) of the child who bullied, student, counselor, and administrator is required. The team will withhold name(s) of the person(s) who reported the occurrence(s) to protect their confidentiality and attempt to report anonymously. Counselors will develop an action plan to share with teachers, parents, and administration. Counselors will follow up with students on a weekly basis over a short period to provide counseling skills and support for the child who bullied and the child who was bullied (as needed). This can include individual counseling, conflict resolution or restorative justice, and/or group counseling depending on their (the child who was bullied) level of comfort/safety around the child who bullied. Students who consistently bully others will receive an administrative consequence according to the CMS Student Code of Conduct. A bullying report will be documented as evidence and entered as an incident report within PowerSchool.

Bullying Prevention Resources:

Books:

- *The Juice Box Bully* by Maria Dismody
- *Trouble Talk* by Trudy Ludwig
- *Confessions of a Former Bully* by Trudy Ludwig
- *Wonder* by R.J. Polacio
- *Speak* by Laurie Halse Anderson
- *Letters to a Bullied Girl: Messages of Healing and Hope* by Olivia Gardner
- *The 8 Keys to End Bullying: Strategies for Parents and Schools* by Signe Whitson
- *Queen Bees and Wannabes* by Rosalind Wiseman

Websites:

- Stopbullying.gov
- Thebullyproject.com

Report Anonymously:

- cms.ethix360.com

Anonymous and Confidential 24/7

