

## Union Street Charter Anti-Bullying Policy

Staff, students, and parents are dedicated to making our school a safe, caring, friendly school environment. All students will be able to report bullying and know that incidents will be dealt with promptly and effectively. Union Street Charter is a “reporting” school. This means that anyone who has knowledge of a bullying incident is expected to report to staff.

Everyone in our school community has an obligation to promote mutual respect, tolerance, and acceptance. We will not allow emotional, physical, or verbal bullying. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation, manipulation, or aggression that causes distress. Union Street Charter will not tolerate bullying of any kind.

Union Street Charter prohibits discrimination, harassment, intimidation and bullying based on actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation or any other characteristic listed in California Penal Code 422.55 or Education Code 220, or association with a person or group with one or more of these actual or perceived characteristics.

### Steps to prevent bullying and help students feel safe at school, staff will:

1. Teach a grade appropriate "pro-social/anti-bullying" program to students in grades K-5. The current program in use is *Second Step*. The staff will use this, or other programs, in the future.
2. Closely supervise students in all areas of the school and playground.
3. Take families’ concerns, and students’ concerns, about bullying seriously.
4. Be aware of bullying and stop it when it happens.

### Reporting

1. Students and others who experience, or observe, bullying will immediately report to staff.
2. Parents whose children report bullying at home will tell school staff about the reported incident.
3. The school will not tolerate retaliation toward anyone who reports incidents.

### Response:

1. Staff will investigate allegations of bullying, suspected bullying, and threats of bullying.
2. Staff will provide immediate consequences for retaliation toward students who report.
3. Staff will attempt to address minor bullying using the usual school behavior guidelines.
4. In serious or recurring cases, staff will:
  - a. Monitor and intervene whenever necessary
  - b. Provide incentives and consequences to foster different ways of behaving
  - c. Work with parents of children who have used bullying behavior to form a home and school partnership for helping the child choose more positive ways to interact with others
  - d. Note the incident in the child’s file
5. The school, as needed, will form a bullying incident team that includes the principal and two teachers to review bullying incidents and responses.
6. Parents who have questions about the way the school has handled a particular situation can request a meeting with the bullying incident team to share concerns, understand staff choices, and to be part of problem solving.

**Bullying hurts!** No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who choose to bully must learn different ways of relating to classmates and other people.

Introduced: November 7, 2012 \_\_\_\_\_ (President, Secretary, or Member)

Adopted: December 5, 2012 \_\_\_\_\_ (President, Secretary, or Member)

Amended: \_\_\_\_\_ (President, Secretary, or Member)