Risk Management: How to Develop a Comprehensive Safety Plan Approach
Addressing What We Have Learned …

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Harassment cont.
• School districts may violate these civil rights statutes and the Department’s implementing regulations when peer harassment based on race, color, national origin, sex, or disability is sufficiently serious that it creates a hostile environment and such harassment is encouraged, tolerated, not adequately addressed, or ignored by school employees.

Harassment Letter
Russlynn Ali, Assistant Secretary for Civil Rights, 2010
• Bullying fosters a climate of fear and disrespect that can seriously impair the physical and psychological health of its victims and create conditions that negatively affect learning, thereby undermining the ability of students to achieve their full potential. The movement to adopt anti-bullying policies reflects schools’ appreciation of their important responsibility to maintain a safe learning environment for all students.

“Dear Colleague Letter”
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CDC Definition of Bullying
Jan 2014
• Bullying is one type of youth violence that threatens young people's well-being.
• Bullying can result in physical injuries, social and emotional difficulties, and academic problems.
• The harmful effects of bullying are frequently felt by others, including friends and families, and can hurt the overall health and safety of schools, neighborhoods, and society.
CDC Definition of Bullying  
Jan 2014  
Bullying is any **unwanted aggressive behavior(s)** by another youth or group of youths who are not siblings or current dating partners that involves an **observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated**. Bullying may inflict **harm or distress** on the targeted youth including **physical, psychological, social, or educational harm**. A young person can be a perpetrator, a victim, or both, called bully/victim.

CDC Definition of Bullying  
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Bullying can occur **in-person and through technology**. Electronic aggression or cyber-bullying is bullying that happens through **email, chat rooms, instant message, a website, text message, or social media**. Research is still developing and helps us to better understand and prevent bullying. School-based bullying prevention programs are widely implemented but not always evaluated.

CDC Definition of Bullying  
Jan 2014  
Research suggests **promising program elements** including the following:
- **Improving supervision** of students;
- Using **school rules & behavior management** techniques in the classroom & throughout the school to detect & address bullying by **providing consequences** for bullying;
- Having a **whole school anti-bullying policy**, and enforcing that policy consistently; &
- **Promoting cooperation** among different professionals and between school staff and parents.

Social Emotional Bullying  

**Students report believing that social emotional bullying causes the greatest amount of harm and is the most severe form of peer abuse.**

JoLynn V. Carney

Reason for Intervening  

Reports that 46% of young adults bullied as children still think about having been bullied.

Duncan

Implementation & Procedural Manual  

Addresses **documentation** consisting of
- Staff Incident Report
- Student Log
- Statement from Bullying Student
- Statement from Bullied Student
Questions To Be Determined?

a. When to investigate;
b. Who needs to investigate;
c. What reports must be generated;
d. Who should the reports be provided to;
e. Who needs to be notified; and
f. What consequences need to be imposed.

Accountability Checklist

Refer to handout
Three (3) Points: Rip!

• **R** repeated (over and over; and usually is the same person)

• **I** *intentional* (causes distress, fear, and/or harm to the victim; takes into account how the victim perceives the bully’s intent)
Three (3) Points: Rip!

- **R** repeated (over and over; and usually is the same person)
- **I** intentional (causes distress, fear, and/or harm to the victim; takes into account how the victim perceives the bully’s intent)
- **P** power-based (cannot defend self; power imbalance may come from physical strength, athletic ability, or social status)

Ten Scenarios

Is it bullying or not?

Mobbing

Olweus: Bullying at School

Bullying or Not!

A fifth grade student is physically hit by a classmate and breaks his nose. There is no apparent provocation.
Bullying or Not!
A student with a group of seventh grade friends threatens to beat up a younger, smaller child after school.

Bullying or Not!
A classmate attacks a student by pushing him down and calling him gay. The following week he attacks a different student and calls him gay.

Bullying or Not!
A popular girl does not invite a less popular girl to jump rope on the playground.

Bullying or Not!
Your daughter found out that her best friend was caught smoking marijuana. She told her group of friends to not invite her over anymore and exclude her from their lunch table.

Bullying or Not!
A mother of a classmate in your child’s class gives out birthday invitations and leaves your child out.

Bullying or Not!
A ninth grader smacks your child in the back of the head as he walks down the hall. He smacks him at least once a week throughout the year. Your child reports it to an administrator and he says he cannot do anything about it unless he sees it happen.
Bullying or Not!

Your child had his clothes stolen during PE class. This happened four to five times each month. Finally, he decided to confront those students who he suspected doing it. They admitted stealing his books and clothes and threatened him not to tell. The following week he confronted them after they stole his I-phone and tried to punch one of them in the face in self-defense. Your son was suspended for two days, one for fighting and one for having an I-phone at school. The other child received no punishment.

Bullying or Not!

For at least a few weeks two eighth grade boys are found staring at a new student when she is walking down the hall near her locker. When she sees them it makes her feel very awkward.

Bullying or Not!

As reported by your sound-sensitive, autistic child, a group of girls are following him in the hallways, lunchroom and playground making loud, screaming sounds. Their goal is to get your son to react and cry or scream.
71% of school shooters had been victims of bullying. 
CIA/FBI

Thank you!

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