

# GUIDELINES FOR SCHOOLS

Anti-Bullying Policy



Prepared by the Education Office  
of Merkos L'Inyonei Chinuch

# **ANTI-BULLYING POLICY**

## **INTRODUCTION**

An atmosphere of mutual respect between teachers, students, and all participants in the school environment is required for learning to take place. Children who attend school have a right to feel comfortable with their teachers and fellow students. Our commitment is to a safe and caring environment that promotes personal growth and positive self-esteem. Therefore we affirm a **NO TOLERANCE POLICY FOR BULLYING IN ANY FORM.**

## **DEFINITION**

### **A. “At School” means:**

- In the classroom, elsewhere on or immediately adjacent to school premises;
- During any school-sponsored education program or activity;
- While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities;
- Through the transmission of information using a telecommunication devices or telecommunications service provides that is owned by or under the control of the school; or
- Through the transmission of information using a telecommunications access device or telecommunications service provider that occurs off school premises.

### **B. “Bullying” means:**

Any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be

reasonably predicated to have the effect of one or more of the following:<sup>1</sup>

- Placing the student or students in reasonable fear of harm to the student's or students' person or property;
- Causing a substantially detrimental effect on the student's or students' physical or mental health;
- Substantially interfering with a student's or multiple students' academic performance; or
- Substantially interfering with a student's or multiple students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

As defined, bullying, may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

## **EXAMPLES**

### **Examples of Bullying may include:**

- Hitting, pushing, spitting on others
- Stealing, hiding, damaging or destroying another's property
- Calling names, teasing, spreading rumors about another or their families
- Put downs, belittling others' skills, abilities, or achievements
- Offensive notes or graffiti about others
- Degrading comments or gestures
- Excluding others from a group
- Ridiculing another's appearance

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<sup>1</sup> As defined by The Illinois School Violence Prevention Act

- Forcing others to act against their will
- Any other aggressive act verbal, or physical that would make another feel unsafe, fearful, threatened, angry, scared, or unfairly treated
- Use of technology (instant messages, inappropriate photographs, emails, text messages, etc) to do any of the above.

## **CONSEQUENCES**

The range of ways in which a school will respond once an incident of bullying is identified shall be commensurate with the severity of the incident and with the offender's record of behavior. The range of responses shall include reporting criminal activity to appropriate law enforcement officials. If action is taken against the pupil in response to an incident, school officials shall include a description of the incident and of the action taken in the pupil's permanent disciplinary record.

Students and parents shall feel unrestrained to report violations of the bullying policy to administrators/teachers. Retaliation against such reporting person shall be prohibited and shall result in expulsion of retaliating student.

### **A. Less Severe or Initial Offenses: Consequences/Remedial Measures**

- Private discussion between student and teacher
- Teacher contacts parents/guardians
- Administrator, teacher, and parent/guardian conference
- Temporary removal from classroom
- Referrals to various support staff or community resources
- Daily/weekly progress reports
- Behavioral contracts
- Loss of recess
- Written assignments

## **B. More Severe or Repeat Offenses: Consequences/Remedial Measures**

- Student does work supervised in Education Director’s office or other non-classroom areas
- Before and/or after-school detention
- Probation—monitored by administration
- In school suspension
- Out of school suspension
- Expulsion
- Legal Action

Participants will make appropriate restitution to remedy a particular situation involving the offending party or will replace or repair damaged property.

### **ACKNOWLEDGMENT**

By signing this document, I acknowledge receiving a copy of the “Anti-Bullying Policy,” reading the policy and understanding its content. I agree to adhere to the terms and conditions of the “Anti-Bullying Policy.”

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Student Signature

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Date

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Parent/Guardian

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Date

**Adapted from:**  
**Illinois School Violence Prevention Act**  
**Detroit Metropolitan Federation’s Alliance for Jewish Education Opening the Doors Program “Anti-Bullying Policy.”**