

Responsibilities of Staff:

- To model appropriate behaviour, respecting individual differences and diversity
- To reinforce the message that bullying is not accepted or tolerated
- To treat all reports or observed incidences of bullying seriously
- To report incidences of bullying to the Principal in writing
- To ensure that students are supervised at all times

Responsibilities of Students:

- To model appropriate behaviour, respecting individual differences and diversity
 - To respect the school's Code of Conduct and enforce the message that bullying is neither accepted nor tolerated
1. To tell the person to **"stop"** if someone is not respectful to them. To stop what you are doing immediately (take a breath, move on, no-big-deal) if someone asks you to stop.
 2. **To walk** away if the person continues with the problem behaviour continues
 3. **To talk** – report problems to an adult if you have asked the person to "stop", "walked away" and the inappropriate behaviour continues or if someone else is being bullied at school or on the way to and from school.

If any student is in danger – the incident should be reported to an adult immediately.

Responsibilities of Parents:

- To model appropriate behaviour, respecting individual differences and diversity
- To reinforce the message that bullying and violence are neither accepted nor tolerated
- To instruct their children to tell an appropriate adult if they are bullied
- To inform the ABAV team if their child is being bullied or hurt or they suspect that this is happening

Students who bully others may face one or more of the following consequences:

- Meeting with Administration with or without parents
- Reflections,
- Restitutions
- Involvement in a mediation process
- Involvement in social skill programs
- Referral to the Behaviour Technician
- Parents may be contacted by the school
- Privileges may be withdrawn (e.g. exclusion from the playground)
- Sanctions outlined in the School's Discipline Policy such as detention and suspension
- Ultimately, a student can be expelled by the S.W.L.S.B. Councilor of Commissioners complying with article 96.27 of the L.I.P (loi d'instruction).

Pro-Active Plan:

- Lessons in the classroom
- Small group programs (Premier Stop Bullying, Bullying Prevention in Positive Behaviour Support, guest speakers)
- School Blitz (No name-calling campaign, pink shirt day, bus campaign)
- Buddy Program , Grade 6 leadership, lunch time activities
- Tell Them From Me survey

How to Report Bullying:

- Student reports to an adult
- Student report to the principal
- Student completes a report form and places it in the Office Box
- Student's parents contact the Principal
- Get help from an adult safely (if someone is disrespectful, if you witness disrespect)

The Anti-Bullying Anti-Violence act requires that any student, member of staff or parent who observes or is made aware of an act of bullying or violence has an obligation to report that act to an appropriate member of the school staff.





The Act to Prevent and Stop Bullying and Violence in School

The main purpose of the plan is to prevent and stop all forms of bullying and violence targeting a student, teacher or staff member. The protocol is outlined in the school's ABAV plan which can be found on the school's web site:

<http://twinoaks.schoolqc.ca>

Bullying and violence will not be tolerated and require intervention should they occur.

Bullying is not about anger. It is not a conflict to be resolved. Bullying is aggression, which involves an imbalance of power. A jostle, a fight, an insult or a threat restricted to two individuals on equal power footing is not considered bullying.

Strategies to Deal with Bullying –Our goal is to teach self-discipline, respect and social responsibility skills; respect for self, for others and for property and how to respond to problem behaviour.

The members of the Anti-Bullying and Anti-Violence team (ABAV) are:

- Ms. Dena Chronopoulos, Principal
- Mrs. Jennifer Butler, Vice Principal
- Mr. Mike Leuzzi, Teacher
- Ms. Amanda Diodati, Daycare Technician

The word **violence** means any intentional demonstration of verbal, written, physical, psychological or sexual force, which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property.

The word **bullying means** any repeated direct or indirect behaviour, comment, act or gesture, whether deliberate or not, including in cyberspace, which occurs in a context where there is a power imbalance between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes.

The following actions can be considered bullying if they meet the afore mentioned criteria:

Physical:

- Hitting, kicking, punching
- Pushing, shoving, spitting
- Making someone do something they don't want to do (hand over food money or other belongings)

Verbal:

- Name calling, teasing, insults, put-downs
- Threats of any kind
- Making fun of someone because of their appearance, cultural background or sexual orientation
- Making fun of someone's actions

Indirect (Social and Psychological):

- It is designed to harm someone's social reputation and/or cause humiliation
- Excluding others from the group or activity and/or encouraging others to do the same
- Spreading untrue stories about others
- Taking, hiding, or damaging something which belongs to someone else
- Sending nasty e-mails or text messages
- The inappropriate use of websites, chat-sites or camera phones

Cyber-bullying (involves the use of information & communication technologies):

- Harassment, discrimination, denigration, defamation, threats, Insults, rumors
- Identity stealing, filtering or online blocking
- Inappropriate posts or messages
- Posting fights, incidents on YouTube or any other social media website

This list is not exhaustive.

