

Anti-Bullying Policy

STUDENTS

Eastbrook Elementary School Anti-Bullying Policy

Eastbrook Elementary School is committed to creating a safe, caring, respectful learning environment for all students. The Falcon Focus states that students will BE RESPONSIBLE, BE RESPECTFUL, BE KIND, BE ACCOUNTABLE, and MAKE GOOD CHOICES. The bullying of students at Eastbrook Elementary is strictly prohibited, and will not be tolerated. Members of the Eastbrook Community have the right to be members of a bully-free school. For the purposes of our anti-bullying policy, "school" includes school buildings, school grounds, coming to and going home from school, any school-sponsored social event, fieldtrips, sporting events, and bus trips. Reported incidents of bullying will be investigated promptly and thoroughly by school administration.

Definition of Bullying

Bullying is a pattern of aggressive, intentional or deliberately hostile behavior that occurs repeatedly and over time. Bullying behaviors normally fall into three categories, physical, emotional, and verbal; and may include, but are not limited to, intimidation, assault; extortion; oral or written threats; teasing; putdowns; name-calling; threatening looks; gestures, or actions; rumors; false accusations; hazing, social isolation, and cyber-bullying.

Preventative Measures

1. Student Instruction/Awareness

Bullying behaviors are unacceptable. Ongoing instruction is to be provided through the Character Education Program and other instruction programs that Eastbrook teachers will utilize throughout the year. With the support of staff and parents, students at Eastbrook will do the following things to help prevent bullying:

- Follow the Eastbrook Expectations
- Take the Anti-Bullying Pledge and refuse to bully others
- Refuse to let others be bullied and speak up if they see bullying
- Reach out to students that are being bullied and be a friend
- Include all students that want to be involved in games, especially those that are often left out
- **REPORT BULLYING TO AN ADULT**

2. Staff Awareness/Action

School personnel shall receive in-service training on our anti-bullying policy to ensure a consistent approach is adopted on a school-wide basis. The staff at Eastbrook Elementary will do the following to prevent bullying and help children feel safe at school:

- Closely supervise children in all areas of the school and playground
- Watch for signs of bullying and stop it when it happens
- Respond quickly and use the **Four A Response process** (**A**ssess safety, **A**ffirm student's feelings, **A**sk questions, and **A**ct by coaching the student on what to do in the future. Finally, let the student know that you will be making a report and offer support
- School administration requires all staff members who observe, or become aware of an act of bullying to follow these steps

3. Student/Parent Action

Eastbrook Elementary School encourages students and parents who become aware of an act of bullying to immediately report the incident(s) to a school administrator for further investigation. Any student who retaliates against another for reporting bullying will also be subject to consequences.

Complaint/Investigative Procedure

All students shall be informed of their right to protection against bullying behaviors and the right to file a complaint if they believe they have been the victim of bullying behavior. School administrators are responsible for investigating each complaint, determining if the complaint is legitimate in accordance with the above definition, and taking appropriate corrective action.

Intervention/Consequences:

Reports of bullying are taken seriously and shall be dealt with quickly and effectively. If a student is found guilty of bullying behavior the consequences shall depend on both the results of the investigation and the severity of the incident. Consequences may include but are not limited to the following:

- Mediation
- Loss of privilege
- Parent conference
- Counseling
- Suspension
- Saturday School