

Anti-Bullying & Anti- Harassment

Faculty and Staff

2019-2020

Anti-Bullying and Anti-Harassment

- As we begin a new school year, the District's Board of Education and Superintendent wish to remind District students, parents/guardians, staff, and volunteers that harassment and bullying of students is against the law and District policy. The District will not tolerate harassment or bullying of students based on the student's actual or perceived traits or characteristics, including: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, familial status, or any other trait or characteristic protected by law.
- **Any student who believes he or she has been subject to harassment, bullying or a hostile environment based on one or more of the characteristics noted above— whether such harassment, bullying or hostile environment is created by a fellow student, school employee, parent/guardian, or volunteer—is encouraged to report the conduct to school personnel. The District has a policy in place (Board Policy 504.10) to address complaints regarding harassment, bullying and hostile environment. The District is committed to conducting a prompt investigation into any complaints it receives. If a student is found to have engaged in acts of bullying, harassment or other acts that create a hostile environment, the student may be subject to discipline, up to and including suspension, exclusion or expulsion.**
- Please see Board Policy 504.01 for the District's complete Anti-Bullying/Anti-Harassment Policy for its students. The District asks that everyone—students, parents, staff, volunteers, and others in the District community—work together to prevent acts of bullying or harassment of any kind.

Anti-Bullying and Anti-Harassment

It shall be a violation of *Board Policy No. 401.42* for any employee of the District to harass another employee or student through conduct of a sexual nature or conduct designed to reduce the dignity of that individual with respect to age, race, creed, color, sex, sexual orientation, gender identity, national origin, ancestry, religion, disability, actual or potential parental, family or marital status, or any other status protected by relevant law.

Bullying

U. S. Dept. of Education Office of Civil Rights

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 a person's ability to function.

Bullying

What is Bullying?

The definition below is used for bullying prevention and intervention programming in schools. This definition guides efforts to educate all constituents with common language around bullying.

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. In order to be considered bullying, the behavior must be aggressive and include:

> An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

> Repetition: Bullying behaviors happen more than once or have the potential to happen more than once. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. - 2014 US Department of Education office of Safe Schools

Bullying

Harassment and bullying are defined in [Iowa Code section 280.28](#) as: Any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions: The bullying behavior also...

- Places the student in **reasonable fear of harm** to the student's person or property.
- Has a **substantial detrimental** effect on the student's **physical or mental health**.
- Has the effect of ***substantially interfering*** with a student's **academic performance**.
- Has the effect of ***substantially interfering*** with the student's ability to **participate in or benefit** from the **services, activities, or privileges** provided by a school.

Bullying

Possible warning signs that a student is being bullied:

- Comes home/goes to school with torn, damaged, or missing pieces of clothing, books, or other belongings
- Has unexplained cuts, bruises, and scratches
- Has few, if any friends, with whom he or she spends time
- Seems afraid of going to school, walking to and from school, riding the school bus, or taking part in organized activities with peers (such as clubs)
- Takes a long, “illogical” route when walking to or from school
- Has lost interest in school work or suddenly begins to do poorly in school
- Appears sad, moody, teary, or depressed when he or she comes home
- Complains frequently of headaches, stomachaches, or other physical ailments
- Has trouble sleeping or has frequent bad dreams
- Experiences a loss of appetite
- Appears anxious and suffers from low self-esteem

Bullying

Conflict involves antagonism among two or more people. Whereas any two people can have a conflict (or a disagreement or a fight), bullying only occurs...

- There is a power imbalance
- One child has a hard time defending himself or herself.

Most common forms of bullying—

- Both for males and females—is verbal bullying (e.g., **name calling, rumor spreading**).
- It is also common for youth to bully each other through social isolation (e.g., shunning or leaving a classmate out on purpose)

[Bullying behavior can often be covert that's why it's imperative to be alert to signs of incidences of bullying.](#)

Looking for strategies that can help you as teachers build and sustain a safe and secure classroom? Feel free to contact: [Violence Prevention Works website](#)

Bullying

Types of Bullying (Additional information, please see www.stopbullying.gov)

Verbal - speaking or writing mean things

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social Bullying - (Relational Bullying) hurting someone's reputation or relationships

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Physical bullying - hurting a person's body or possessions

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gesture

Bullying Examples

- **Physical actions such as hitting, kicking, chasing, shoving and spitting**
- **Threatening someone with physical actions, verbal/written**
- **Breaking or stealing other people's things**
- **Spreading lies and/or rumors (true or false)**
- **Deliberately isolating a student/adult (excluding)**
- **Texting, Facebook or other electronic forms of communicating that is derogatory, mean, offensive, demeaning, belittling and/or threatening others**
- **Unwanted sexual advances whether verbal, written and/or physical**
- **Calling someone names that are derogatory, offensive, degrading meant to embarrass/humiliate**

Bullying

School administrators, Teachers, Para's, Secretaries, Custodians, Food Service (all building personnel) have the opportunity to address school bullying on all levels of a student's experience. Take an active role in bullying prevention efforts, **administrators, teachers and para's can help create a safer, more positive learning environment.** Focus on the social environment of the school and the classroom specifically.

- 1. Assess, understand and know about bullying at your school.**
- 2. Garner staff and parent support for bullying prevention.**
- 3. Form a group to coordinate the school's bullying prevention activities.**
- 4. Become knowledgeable and hold yourself and others accountable for bullying prevention.**
- 5. Establish and enforce school/classroom rules and policies related to bullying.**
- 6. Become diligent in supervision in hot spots where bullying might occur.**
- 7. Intervene consistently and appropriately in bullying situations.**
- 8. Focus some class time on bullying prevention.**
- 9. Continue these efforts over time.**

The following is a list of [Ten Tips for Administrators to Address Bullying in School](#) is from the Violence Prevention Works website:

Students are NOT the only one who can and are bullied.

Unfortunately, **ANYONE** can be bullied whether you are a teacher, para, custodian, secretary, food service, administrator or a guest teacher.

Anti-Bullying and Anti-Harassment

- Help students and colleagues understand it is **NOT** okay to be bullied or harassed.
- Encourage students to report bullying/harassment to a teacher, counselor or building administration
- Help and encourage colleagues to report bullying/harassment to their immediate supervisor and/or the building administration.
- Help your students/colleagues understand they do not have to live in fear---let someone know what's happening so you can get help.

Bullying and Harassment

You have an **obligation to actively listen** when a **student/parent** shares a concern and then...

- Tell student/parent **what you will do** to address concern
- Follow through and **do what you said you would do**
- Follow **building procedures** which likely includes notifying building administration

Notify the building administration about any incidents of sexual or racial harassment

Bullying

What do you do if a parent asks for assistance? The following resources might be helpful:

- [What can parents do to prevent and address cyber-bullying?](#) Protect your child from indirect forms of bullying that use text messaging, websites, and cell phones.
- [Tips for parents: What to do if your child witnesses bullying](#) - Empower your child to take positive action in bullying situations and help prevent further bullying.
[Spanish version: Consejos para los padres](#)
- [Tips for parents: What to do if your child bullies others](#) - If your child bullies others at school, it needs to stop. Find out what you can do at home.
[Spanish version: Consejos para los padres](#)
- [Tips for parents: What to do if your child is being bullied](#) - Get tips for supporting your child through this very painful experience.
[Spanish version/Consejos para los padres](#)

Harassment

U. S. Dept. of Education Office of Civil Rights

Harassing conduct may take many forms, including verbal acts and name-calling; graphic, electronic and written statements, which may include a variety of media including cell phones and/or Facebook; or other conduct that may be physically threatening, harmful, or humiliating.

Harassment

Harassment is defined as:

Conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble students/employees based on one's actual or perceived traits or characteristics, including: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, familial status, or any other trait or characteristic protected by law.

Sexual Harassment

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in education programs and activities in federally funded schools at all levels. If any part of a school district or college receives any Federal funds for any purpose, all of the operations of the district or college are covered by Title IX.

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. All students (as well as other persons) at recipient institutions are protected by Title IX - regardless of their sex, sexual orientation, gender identity, part- or full-time status, disability, race, or national origin - in all aspects of a recipient's educational programs and activities.

Sexual Harassment

Title VI and IX say in part:

Schools agree that it will not exclude, separate, deny benefits to, or otherwise treat differently on the basis of **sex, sexual orientation, gender identity** any person in its educational programs or activities.

In other words, the law protects all students regardless of their sexual orientation or gender identity including transgender, gay, lesbian, bisexual or heterosexual.

Sexual Harassment

What is sexual harassment?

Sexual Harassment--unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature by a male or female. (Board definition)

Sexual Harassment-- can and does involve both females to males, males to males, females to females and males to females.

Sexual Harassment--is not about one's sex it is about one's behavior towards another person that is meant to be hurtful.

Sexual Harassment--is making someone feel humiliated, belittled, or demeaned because of their sexuality whether they are LGBTQ (lesbian, gay, bisexual, transgender, questioning) or heterosexual.

There are students who are transgendered, lesbian, gay, bisexual and/or questioning in our district that need your support and at times your protection.

Every student in the Davenport Community School District deserves and has the right to exist without fear of physical harm, verbal/written, electronic harassment and/or ostracism.

If a student tells you they want you to change their name/pronoun (he to she or she to he) from one sex to another thank them for letting you know and immediately let the principal know. We will work to understand and support the transgender student's needs with their parent (if they are not age of majority).

Sexual Harassment

Examples of sexual harassment

Unwanted physical contact

- Grabbing/pinching/touching someone's posterior/butt
- Grabbing /pinching/touching someone's chest/breast
- Grabbing/pinching/touching other person's body
- Deliberately standing too close/brushing against someone to make them feel uncomfortable
- Hugging, kissing someone without their permission

Unwanted communication/contact

- Sending text messages/calling someone who's asked you not to contact them or to leave them alone
- Posting Facebook, Twitter or using other social media when you've been asked not to contact the person or to leave them alone
- Writing a note/letter to someone who's asked you not to contact them or to leave them alone

Sexual Harassment

Using abusive language towards someone else

Using **profanity** (**written/verbal**) that belittles, embarrasses and/or humiliates someone that's meant to demean personally/socially whether it is done publically or privately using...

- Facebook, Twitter and other social media**
- Texting, E-mail**
- Calling/referring to someone using a derogatory sexual name at work, before or after school, school related event, on athletic, musical or other even or on social media.**

Sexual Harassment

Examples of sexually inappropriate behavior:

- Cat calls/kissing sounds/smacking lips
- Referring to someone as a “thing,” “thot” or other words that are derogatory about someone else
- Making gestures with hand/body movement that makes the other person feel uncomfortable
- Spreading lies/rumors about someone, especially regarding their personal life
- Sharing private information about someone after breaking up with them
- Blocking a person’s path
- Blackmailing by threatening to share private information if the individual does not comply with requests for sexual favors or a dating relationship
- **Pulling down someone’s shorts, pants, sweatpants or skirt
- **Pulling up someone’s shirt/blouse

If a student complains about being fondled, grabbed, called sexually inappropriate names and/or purposely made to feel uncomfortable, as examples, (offer your support by listening). Please have the student immediately go to the building administrator.

Sexual Harassment

Role of Equity and Title IX Coordinator

- Responding to all reported violations of Title VI, Title VII, Title IX and other anti-discrimination laws including bullying & harassment.
- Investigate allegations of violations of protected class status, including age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, familial status, or any other trait or characteristic protected by law.
- Complete written reports of findings and conclusions within established reporting guidelines including whether bullying,

Sexual Harassment

Role of Equity and Title IX Coordinator

- Notifying buildings—**
 - ❖ **Continuous Notice requirement such as school website and school year book as examples. (Please consult your building administrator who has the entire list)**

- Provide training and technical assistance---**
 - ❖ **School policies related to sex discrimination**
 - ❖ **Develop programs making sure all members of the school community, including students and staff, are aware of their rights and obligations under Title IX.**

- Keep staff, students, and parents informed about their responsibilities and rights under the law.**

Procedure when bullying/harassment is reported or suspected

- **Investigation**---Inquiry begins with employee's supervisor talking to everyone who has information about and/or has witnessed the incident(s)
- **Discipline**---If "founded" inappropriate behavior could result in a discipline response
- **Retaliation**--- Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any parent or school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.
- **Filing False Complaints**---Immediate discipline will result for anyone filing/reporting a false claim of bullying/harassment.

Additional Resources

- The school district website is a great resource for board policies and administrative regulations as well (www.davenportschools.org then down to: **Be Bully Smart: Anti-Bullying Policy and Report Form**).
- Get additional information about bullying/harassment on the district website (www.davenportschools.org); go to Departments on left and down to Equity/Compliance
- For more information on the Olweus program, you may visit www.olweus.org or contact your school guidance counselor
- To obtain a **complaint form**: go to the office in your child's building, the **district website** or at the Achievement Service Center 1702 N. Main Street., Davenport, Iowa 52803, or contact Equity Coordinators & Level I Investigators: **Dr. Goldstone** or **Mr. Jabari Woods**.
- Look at the **Faculty/Staff What Should You Do About Bullying and Harassment** poster, at your school, for additional help and contact information for...

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Help end bullying/harassing behavior by recognizing it, stopping it and reporting it.

Get involved to end bullying/harassment.