

# **North Harrison Middle School**

## **Anti-Bullying Program**

Indiana Statute 5-2 10.1-12 prohibits bullying behavior in all schools and at all school-related events.

North Harrison Community School Corporation's Bullying Policy (#5116) further prohibits bullying behaviors in all Corporation schools and on all school properties.

North Harrison Middle School publishes the following guidelines for implementation of the State and Corporation Policies on Bullying.

### **The Purpose of the NHMS Anti-Bullying Program**

- To reduce, if not eliminate, existing bully/victim problems at NHMS.
- To prevent the development of new bully/victim problems, through education and training of students, staff, and parents, and implementation of behavior rules and interventions for students.
- To achieve better peer relations at school, and to create conditions that allow students to function better at school and at school activities.
- To create a safe school environment for all.

### **Guidelines for Improvement of the School Climate by Staff Members**

- Staff members should be aware of the extent of bully/victim problems in our school.
- Staff members should involve themselves in changing the bullying behaviors they witness.
- Better supervision of bullying "hot spots" should be a goal of all staff members.
- The best results will be obtained through a combination of praise and other social reinforcement for positive behavior, and consistent negative consequences for display of aggressive, rule-violating behavior.
- Staff members serve as models for students who respect them. Likewise, students will not show respect for classroom rules, school rules, or staff members if staff members are sarcastic, abusive, or unfair.

### **Guidelines for Students while at NHMS and at all NHMS activities**

- **We will not bully other students.**
- **We will try to help those students who are being bullied.**
- **We will try to include all students who are easily left out.**
- **When we witness bullying behavior, we will tell a teacher, counselor, administrator, coach, parent, or other adult that we trust. Telling an adult is not "tattling". It is simply one student showing compassion for the victims of bullying behavior.**
- **These guidelines are for all students, not just bullies and victims of bullying.**

### **Additional Anti-Bullying Policy Guidelines**

- Establish class and school rules prohibiting bullying behaviors. Involve students in discussion of these rules to develop each student's personal responsibility for following the rules.
- Continue to educate students, staff members, and parents throughout the year. Hold regular discussions at the classroom, grade, and entire school levels to develop, clarify, and evaluate the rules and consequences for bullying behavior.
- Create positive and negative consequences of bullying behavior, giving praise and friendly attention for positive behaviors, and sanctions or negative consequences for undesirable behaviors. Negative consequences should be appropriate and related to the corresponding behavior.
- Meet with parents to improve school-family communication then keep parents informed with regard to anti-bullying efforts. Send information to parents via the school newsletter or other means available.
- Communicate in a timely manner with parents of the bully and the victim when bullying behavior is witnessed.
- Keep good records of bullying incidents.
- Sanctions or negative consequences should increase in severity when bullying behaviors are repeated.

### **Interventions for Bullying Behavior**

Classroom and School-wide interventions are designed to change and improve the behavior of our students in regard to bullying behaviors. These interventions will target specific students who are involved in bullying behaviors as either the victim, the bully, or as bystanders. Interventions should include the following actions:

- Conduct a serious conversation with the bully or bullies. At the same time, document involvement of bullying behaviors. Send a clear, strong message that any bullying behavior is not acceptable. Assign negative consequences for the bully. Warn the bully that his or her future behavior will be closely monitored, and that additional, more severe, negative consequences will be assigned if the bullying behavior does not stop immediately.
- Conduct a serious talk with the victim of bullying behavior, and with bystanders who witnessed the bullying behaviors. At the same time, document all knowledge of the bullying incident by having these students complete a Bullying Incident Report Form that asks these questions:

How did the bullying start? What happened? How did it end?

Who participated, and in what way? What could you have done to help the situation?

- Provide the victim with information regarding how he or she may better handle or avoid such situations in the future.
- Persuade the victim and the bystanders to immediately report any new bullying behaviors or attempts to a school adult. (Report forms will be available from any teacher, counselor, or from the main office.)
- Document every report of bullying behavior by completing one or more of these forms and keeping good records in the main office:

**Student Bullying Report Form** - completed by the bully, the victim, and bystanders.

**Staff Bullying Report Form** - completed by the staff member who witnessed the bullying behavior and/or the staff member who was contacted by the student in regard to the incident.

**Parent Bullying Report Form** – completed by a parent who wishes to report a bullying incident.

- Keep individual student records of behavior, and all reports made by victims and bystanders.
- Assign the following **negative consequences** to the student who has exhibited bullying behavior:

**1<sup>st</sup> offense** Conduct a serious conversation with the bully. Review all report forms associated with this reported incident. Send copies of report forms to parents of the bully.

**2<sup>nd</sup> offense** Same as 1<sup>st</sup> offense, plus assignment of two (2) lunch detentions. The Principal, or his designee, will contact parents directly.

**3<sup>rd</sup> offense** Same as 1<sup>st</sup> offense, plus assignment of two (2) days of AEP. Ask parents to attend a conference with the Principal to discuss the issues.

**4<sup>th</sup> offense** Same as 1<sup>st</sup> offense, plus assignment of two (2) days at the Alternative School at Corydon. The Principal, or his designee, will make direct contact with the parents, and will notify a Harrison County Juvenile Probation Officer as to the repetitiveness of the bullying behavior by this student.

**5<sup>th</sup> offense** Same as 1<sup>st</sup> offense, plus assignment of five (5) days at the Alternative School at Corydon. The Principal, or his designee, will make direct contact with the parents, and will also ask the Harrison County Juvenile Probation Department to set up a conference with all parties involved.

**6<sup>th</sup> offense** Same as 1<sup>st</sup> offense, plus assignment of ten (10) days at the Alternative School at Corydon, and recommendation to the Superintendent of Schools that the student be expelled from attendance at NHMS for the remainder of the current school year. The Principal, or his designee, will make direct contact with the parents and with the Harrison County Juvenile Probation Department. All Due Process regulations will be explained to the student and to his or her parents.