

## How Might We Learn of Bullying?

- A student tells a teacher, counselor, yard supervisor, or administrator
- A parent tells a teacher, site or district administrator
- A complaint is filed (oral or written, either via email or complaint form)
- A staff member observes bullying behavior
- A report is received from a member of the community

## FUSD Staff Guide



## Types of Bullying/Harassment

Bullying and harassment may include:

**Verbal bullying** involves name-calling, threatening, and making disrespectful comments about someone's attributes (appearance, religion, ethnicity, disability, sexual orientation).

**Social bullying** involves hurting someone's reputation or relationships. Social bullying includes: leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, embarrassing someone in public.

**Physical bullying** involves hurting a person's body or possessions. Physical bullying includes: hitting/kicking /pinching; spitting; tripping/pushing; taking or breaking someone's things; making mean or rude gesture.

**Cyberbullying** involves spreading mean words, lies, and rumors through email, text messages, and social media posts on or off campus. Sexist, racist, and homophobic messages create a hostile atmosphere, even when not directly targeted at a specific child.

## Should I Report Bullying/Harassment?

**YES!** Report bullying to school administrator via email, phone, and/or in-person within 24 hours.

## When Might Bullying Be Discriminatory?

Bullying, based on protected class, may constitute discriminatory harassment. Such bullying or harassment may include, but is not limited to: disparaging, threatening or hurtful comments or conduct based on students' disabilities or services, students' names, gender, skin color, cultural background, accent or intonation when speaking English, actual or perceived race or national origin, or level of English proficiency.

## How Can I intervene if I Observe Bullying?

When adults respond quickly and consistently to bullying behavior, they send a message that it is not acceptable. There are simple steps adults can take to stop bullying on the spot and keep students safe.

- Intervene immediately - it's okay to get another adult to help
- Separate the students involved
- Make sure everyone is safe
- Meet any immediate medical or mental health needs
- Stay calm - Reassure the students involved, including bystanders
- Model respectful behavior when you intervene
- Report bullying/harassment to school principal/administrator within 24 hours.

## Where Might Bullying Occur?

Students experience bullying in various places at school:

- Classroom
- Hallway or lockers
- Cafeteria
- Gym or PE class
- Bathroom
- Playground or recess

## When Bullying Occurs, What Next?

- Keep watch for any retaliatory or negative interactions
- Check in to see how students are doing
- Assess if additional supports are needed for student who was bullied
- Teach/reinforce positive behavior skills

## What will the Principal do to Investigate?

- Communicate with student(s)
- Gather evidence/data
- Categorize misconduct /judge severity
- Determine if behavior was related to protected class
- Develop an action plan
- Document in summary report
- Follow up with staff about actions taken and next steps