

## WHAT IS BULLYING?

Bullying is aggressive behaviour that is typically repeated over time with the intent to cause harm, fear and distress, or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a situation where there is a real or perceived power imbalance.

### BULLYING CAN TAKE MANY FORMS

- **Physical** (hitting, pushing, tripping, stealing or damaging property)
- **Verbal** (name calling, mocking, threats, making sexist, racist, or homophobic comments)
- **Social** (excluding others, spreading gossip or rumours)
- **Electronic or Cyber Bullying** (spreading rumours, images or hurtful comments through email, cell phones, texts, websites, or social media sites)

### IMBALANCE OF POWER

Bullying occurs when there is a perceived imbalance of power between people. This could mean one student is older, stronger, of a different race, of a different economic status, different peer group, sexual orientation, intelligence level, or gender.

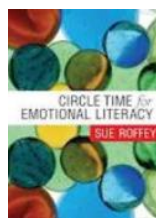
**ALL FORMS OF BULLYING CAUSE PAIN AND STRESS TO VICTIMS. THE VICTIM MIGHT EXPERIENCE ANXIETY, LONELINESS, LOW SELF-ESTEEM, SCHOOL AVOIDANCE, PHYSICAL ILLNESS OR PAIN, OR SYMPTOMS OF DEPRESSION.**

## PREVENTION INITIATIVES AND PROGRAMS



### Resiliency Initiatives

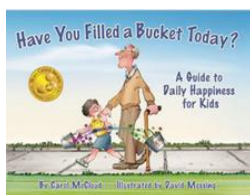
Their Potential - Our Passion



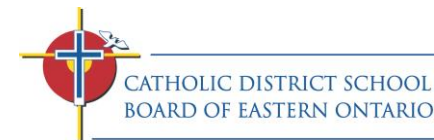
Roots of Empathy  
Racines de l'empathie



Walk Away  
Ignore  
Talk it Out  
Seek Help



Mental Health Kits: Grade K-8 Schools



## Bully Prevention & Intervention

### INFORMATION FOR PARENTS AND STUDENTS

At the Catholic District School Board of Eastern Ontario, we are committed to developing a community that is safe, inclusive and accepting by utilizing our Gospel values and the sacrament of reconciliation. Our Bully Prevention and Intervention Plan is designed to integrate strategies which prevent, respond to, and stop bullying by focusing on developing students' empathy and understanding. Preventative programming along with targeted intervention, supports students in their call to Care, Act and Rebuild Relationships. For more information on our Bully Prevention and Intervention Plan, please visit:

<http://www.cdsbeo.on.ca/our-programs/mental-health/anti-bullying/>  
<https://bit.ly/CommunitiesofPeace>

## HOW CAN PARENTS HELP PREVENT BULLYING?

- Be a role model by treating others with respect and kindness.
- Encourage activities that boost self-esteem in your child.
- Regularly monitor your child's computer or cell phone usage – be aware of what sites they access and who they are communicating with.
- Talk to your child often about school.
- Seek support if you are worried about your child.
- Support the school rules and policies.

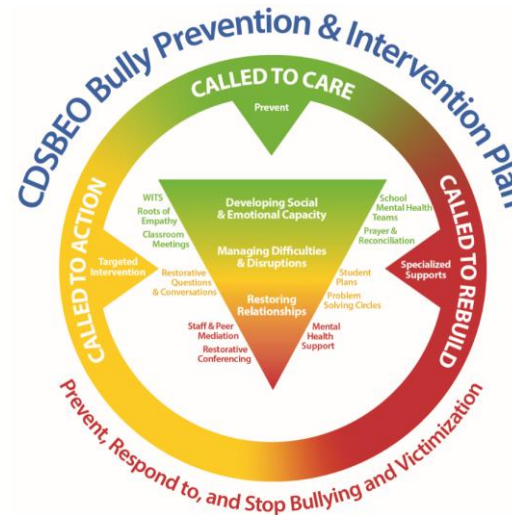
## HOW CAN STUDENTS HELP PREVENT BULLYING?

- Tell an adult at home or at school when you see bullying happen.
- Support students who are victims of bullying.
- Don't be a bystander - walk away and tell an adult.
- Be a good role model for younger students.

**A VICTIM OF BULLYING IS NEVER RESPONSIBLE FOR BEING TARGETED. THE SCHOOL COMMUNITY MUST COME TOGETHER TO SUPPORT THEM AND TO INTERVENE AND STOP THE BULLYING.**

## HOW DOES CDSBEO HELP PREVENT BULLYING?

- The Board Safe School Policies, including suspensions and expulsions, support the implementation of the Board Bully Prevention & Intervention Plan to respond to and stop bullying. The School Community must respond and deal with difficult behaviours by using Restorative Practices so students come to understand the effect their actions have on others and are able to repair harm and rebuild relationships. In the case of serious threats or violent behaviour, a Violent Threat Risk Assessment and Intervention Plan – VTRA is completed with the support of police and community agencies.



## SCHOOL CODE OF CONDUCT

- ❖ Model and support **positive behaviour interactions** and use **progressive discipline**
- ❖ Establish and promote a **safe, inclusive and accepting** positive school climate
- ❖ Use **restorative practices** and build resiliency
- ❖ Foster a **positive strength-based** whole-school approach

## BULLYING PREVENTION & INTERVENTION PLAN

- ❖ Implement **Board Bully Prevention & Intervention Plan**
- ❖ Incorporate goals and strategies into **School Improvement Plan**
- ❖ Establish regular **Safe and Accepting Schools Team** meetings
- ❖ Follow training strategies outlined for all members of the school community

## PROGRESSIVE DISCIPLINE

- ❖ Use **Restorative Practices** with supportive interventions
- ❖ Provide **progressive** consequences including VTRA, as required
- ❖ **Respond** to all further behaviours and bullying incidents
- ❖ Follow school policy and **reporting requirements**
- ❖ Inform parents and provide support and intervention to **victim(s) and student(s) who caused the harm**

## SUSPENSIONS AND EXPULSIONS

- ❖ Use **Safe Schools Incident Report**
- ❖ Consider **mitigating factors**
- ❖ Arrange for **academic work**
- ❖ Conduct a **restorative re-entry conference** for returning students