

Menominee Tribal School

Bullying Prevention Policy

Introduction

Menominee Tribal School strives to provide a safe, secure and respectful learning environment for all students in the school building, on school grounds, school buses and at school-sponsored activities. Bullying has a harmful social, physical, psychological and academic impact on bullies, victims and bystanders. Menominee Tribal School staff consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process. When dealing with bullying, it is important to assess and protect the safety of all students and to provide consequences that teach appropriate behavior and promote the empathy of others.

Definition

MTS defines bullying as:

Bullying includes an imbalance of power and is any intentional written, verbal, electronic, or physical act that a student has toward another particular student more than once, and the behavior causes both mental or physical harm to the other student, is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student.

Bullying behavior can be:

1. Physical (e.g. assault, hitting or punching, kicking, theft, threatening behavior)
2. Verbal (e.g. threatening or intimidating language, teasing or name calling, racist remarks)
3. Indirect (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber-bullying)

Not all undesirable behavior, especially when viewed in isolation, will constitute bullying.

Prohibition

Bullying behavior is prohibited in the school building and grounds, property and educational environments and vehicles owned or leased by the school including school busing.

Educational environments include, but are not limited to, every activity under school supervision.

Bullying Reporting Procedures / Retaliation

All MTS staff that observe or become aware of bullying are required to report the act or incident to a school administrator or his/her designee. Any other person, including students, who is either a victim of bullying or is aware of the bullying are also encouraged to report the act to an administrator or his/her designee. Reports of bullying may be made verbally or in writing as well as confidentially. All reports will be taken seriously and a school investigation will begin within 1 school day of the reported incident.

Reporting Steps:

Upon a reported bullying act or incident...

1. A MTS Report of Bullying/Harassment Incident Form will be completed by reporter and school staff administrator or designee.
2. An investigation will be conducted within 1 school day of being reported. Investigative practices will include viewing any available film, interviewing the bullying victim(s) and/or reporting person(s) as well as others as to determine the facts and seriousness of the report.
3. Parents and/or guardians of each student involved will be notified prior to the conclusion of the investigation.
4. A written record of the report and investigation will be documented and filed. The school shall maintain the confidentiality of the report and any related pupil records to the extent required by law.

There shall be no retaliation against individuals making bullying reports. Individuals involved in retaliatory behavior will be subject to disciplinary action

Sanctions and Supports

If it is determined that the student(s) participated in bullying, or retaliated against anyone due to the reporting of the bullying behavior, an appropriate consequence per the MTS Parent/Student Handbook Behavior Matrix will be given. However, depending on the severity of the incident, MTS administration and the school board may take disciplinary action including: suspension, expulsion and/or referral to law enforcement for possible legal action. Additional consequences may include student/teacher conferencing, behavior contract(s) and/or written report or presentation

on bullying and its effect on others. The aggressor(s) will also receive anti-bullying education and social skills counseling.

All bullying victims will receive support through the MTS counseling department and/or other support staff.

Disclosure and Public Reporting

The policy shall be distributed annually to all students enrolled at MTS, their parents/guardians and employees. It will also be distributed to organizations within the community that have cooperative agreements with MTS. The school will also provide a copy of this policy to any person who requests it.

Records will be maintained on the number and types of reports made, the imposed sanctions and consequences for all incidences found to be in violation of this bullying policy. An annual summary report will be prepared and presented to the school board and will include trends in bullying behavior along with recommendations for reducing further bullying behavior.

Approved: March 17, 2013

MTS REPORT OF BULLYING / HARASSMENT INCIDENT

Please answer each question as honestly and specifically as you can.

Person Reporting: _____ Grade _____ Date _____

If person reporting is a witness, who is being bullied/harassed?

Name _____ Grade _____ Date _____

Date of incident _____ Approximate Time _____

Exact location of incident: _____

What has happened? (check all that apply)

_____ kicking _____ teasing _____ exclusion from activity

_____ hitting _____ embarrassment _____ name calling

_____ pushing _____ tripping _____ rude gestures

_____ spitting _____ hate notes _____ spreading rumors

_____ insulting _____ discrimination _____ cyber-bullying

_____ hazing _____ put downs _____ intimidation

_____ Other(s) _____

Who is bullying / harassing you? _____ Grade _____

Describe in detail what has happened: _____

Witness name(s) and grades: _____

How long has this been going on? _____

What have you done about this problem? _____

Have you talked with anyone about this problem? Yes No Name _____

What do you want to happen now?

_____ I just want someone to know

_____ I want an adult to talk to the person who is bullying/harassing me

_____ I want an adult to help me and the person(s) to solve the problem

_____ I want an adult to try and stop the bullying/harassment

I certify that all the statements made above are true to the best of my knowledge. I understand that if I falsify this document, I can be held accountable to consequences at school and legal authorities (if applicable).

Signature _____ Date _____

Administration / Designee Follow-up

_____ Date I met with reporting student _____ Time

_____ Date I followed up with person(s) doing the bullying _____ Time

_____ Date I followed up with parent/guardian _____ Time

_____ Date I followed up with reporting student _____ Time

Administrator / Designee / Staff signature _____ Date _____

Reporting student signature _____ Date _____

Notes of interview with student(s) making report:

Notes of interview with person(s) reported to be doing the bullying/harassing:

Consequences Imposed

☐ verbal warning ☐ mediation ☐ minor referral ☐ detention ☐ major referral
☐ ISS ☐ OSS ☐ Parent SIT Meeting ☐ Police called ☐ other