



Mineola
PUBLIC SCHOOLS

Bullying & Harassment

Prevention & Intervention

March 2011

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Slides adapted from:

Frazer and Feldman LLP, October 2010 Memorandum

www.bullyinterventionexperts.com

www.bullyinginfo.org

Mineola UFSD PPS Bullying Prevention Guidelines Manual

Mineola UFSD PPS Responding to Crisis Manual

The Federal Government Steps In...

On the heels of Tyler Clemente's and Phoebe Prince's "bullycides"...

October, 2010



U.S. Senator Frank R. Lautenberg announced a new legislative effort to ensure that colleges and universities have in place anti-harassment policies, which are not currently required by federal law.

The bill requires:

- colleges and universities that receive federal student aid to adopt a code of conduct that prohibits bullying and harassment of students
- a policy be in place to deal with complaints and incidents of harassment.
- schools recognize cyberbullying as a form of harassment

DEAR COLLEAGUE LETTER.....



- Office of Civil Rights sends a *Dear Colleague Letter* reminding schools that by limiting their responses in a bullying incident they may be failing to properly consider whether the incident is in violation of students' federal civil rights.
- Title VI of Civil Rights Act of 1964, prohibiting discrimination on the basis of race, color or national origin
- Title IX of the Education Amendments of 1972 (prohibiting discrimination on the basis of sex)
- Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability

NYSED & the U.S. Dept. of Health Human Services (HHS)

- Dignity for All Students Act' (DASA)
– signed into law September 2010
 - Goes into effect July 1, 2012
 - Purpose is to foster civility in public schools and to prevent and prohibit conduct which is inconsistent with a schools educational mission.
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DASA Defines Harassment

The creation of a hostile environment by conduct or by verbal threats, intimidation or abuse that has or would have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; or conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; such conduct, verbal threats, intimidation or abuse includes but is not limited to conduct, verbal threats, intimidation or abuse based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

School District Requirements

- Adopt/revise policies and codes of conduct to make schools harassment and discrimination-free environments;
- Inform students and parents of anti-discrimination and harassment policies;
- Develop guidelines to be used in school training programs for teachers, administrators and other school employees;
- Create guidelines relating to the development of nondiscriminatory instruction and counseling;
- Incorporate discrimination and harassment awareness and sensitivity into civility, citizenship and character education curricula;
- Provide a staff member trained in human-relations counseling; and
- Report on incidents of discrimination and bias harassment to the State Education Department.

Codes of Conduct

- Codes of Conduct must be reviewed annually.
 - Look at use of technology and internet safety on school grounds, and school related functions by students, school personnel and visitors.
 - Develop collaboratively, students, teachers, parents , administrators, and a technology person.
 - Should address cyberbullying and sexting.
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NYSED Definitions

Bullying:

Intentional and aggressive behavior that involves an imbalance of power or strength and is usually repeated over time. Traditionally, bullying has involved actions such as hitting or punching (physical bullying); teasing or name-calling (verbal bullying); or intimidation through gestures or social exclusion.

NYSED Definitions

Cyberbullying:

Repeated use of information technology such as the Internet, email, instant messaging services, blogs, cell phones and gaming systems to deliberately harass, threaten or intimidate others. Cyberbullying may involve sending mean, vulgar or threatening messages or images; posting sensitive or private information about another person; pretending to be someone else in order to malign that other person; or intentionally excluding someone from an Internet-based group activity.

NYSED Definitions

Sexting:

Sending, receiving or forwarding of sexually provocative nude or nearly nude photos through text message or email which can be used to hurt, harass and humiliate others.

TYPES OF BULLYING BEHAVIORS

- **PHYSICAL**

- Hitting, punching, tripping
- Kicking, pushing, scratching
- Damaging/stealing property

- **VERBAL**

- Name calling, teasing, taunting
- Making offensive remark
- Making discriminatory remarks
- Verbally threatening, intimidating

- **SOCIAL/EMOTIONAL/
RELATIONAL**

- Excluding or threatening to exclude
- Spreading rumors, gossiping
- Ostracizing, alienating
- Using threatening looks or gestures
- Extortion

- **CYBERBULLYING**

- Use of the internet or cell phone to harass and intimidate

STATISTICS

- 39% of students reported that bullying, name calling, and harassment pose a serious problem at school.
- 66% reported that people at school were harassed at least “sometimes” because of their looks or body size,
- 57% reported that students were bullied or harassed “sometimes” because of the way they expressed their gender

(GLSEN, 2010)

- 50% of high school students (2010) admit they bullied someone in the past year
- 47% admit that they were bullied, teased or taunted in a way that seriously upset them in the past year

(Josephson School of Ethics, 2010- 43,000 students surveyed)

Are Incidents Reported?

- **Adults are often unaware of bullying problems**
(Limber, 2002; Skiba & Fontanini, 2000)
- **60% of 10-17 year olds say they were victims of violence, abuse or crime but less than 30% told authorities**
- **“Outreach needs to be enhanced toward boys, Hispanics and higher income groups...disclosure promotion should be directed towards peer perpetrators.”** (Archives of Pediatrics & Adolescent Medicine 2011)

Long Term Effects on the Bully

- Nearly 60 percent of boys who researchers classified as bullies in grades six through nine were convicted of at least one crime by the age of 24.
- Even more dramatic, 40 percent of them had three or more convictions by age 24.



WHAT SCHOOLS CAN DO

- Schools need to implement bullying prevention and intervention strategies that fit their school culture



- Establish a district policy to prevent and intervene in all forms of bullying, cyberbullying and harassment

WHAT SCHOOLS CAN DO

- Commit to training all constituents of the school community in prevention and intervention strategies



- Establish a bully intervention team (BIT) at the school building level to insure adherence to the district policy....

Bully Intervention Team

Who: Principal, mental health professionals, guidance counselors, teachers, non-teaching staff (aides, bus drivers, custodians)



What: Create a bully intervention plan that includes methods for prevention and intervention.

Bully Intervention Team:

- **Creates anti-bullying policy**
- **Creates a reporting system that uses a “DECISION TREE” with specific plans of action when incidents are reported**
- **Develops and publicizes hierarchal consequences for bullying behaviors**
- **Develops intervention strategies and trains stakeholders**
- **Reward pro-social behaviors that support the policy**

Training to Report – WHO?

- students
- administration,
- security personnel,
- teachers
- coaches,
- bus drivers
- aides
- custodial staff
- parents

Develop Specific Systems to Report

- **Develop a 24/7 district-wide anonymous, online system and a telephone hotline; publicize the system**
- **Create “suggestion boxes” in each classroom and at other locations that give students the opportunity to communicate their concerns.**
- **Primary goal is to create a culture where students feel comfortable reporting to a responsible adult**

What Are We Doing Now?

- All of the schools are reviewing their code of conduct
 - Psychologist, Social Workers and Counselors work with students in the classroom, in small groups and individually
 - Increase the Peace and Athletes helping Athletes are doing programs with elementary school students
 - The HS had a program on Rachel's Challenge in October
 - The MS has Recognizing Outstanding Character in Kids Program
 - Character education immersed in the curriculum
 - Psychologist & Social Workers have developed manuals on Bullying and Crisis intervention since 2000
 - 11/11 Superintendent's Conf. Day Bullying Prevention Workshop
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Next Steps...

- Board of Education adopt a policy
 - Identify a Bully Intervention Coordinator
 - Develop a District Plan
 - Develop school Bully Intervention Teams (BIT) develops protocols for prevention, responding, intervention, reporting, education and training
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Questions ???

