

SUSD is Bully Free

Bullying Prevention Information

School-Wide
Implementation Guide

Prepared by

Student Support Services

Updated: November 2018

New Laws Regarding Bullying and Requirements for School Staff

SUSD Definition of Bullying and Harassment (BP 5145.4)

Bullying is behavior (any gesture or written, verbal, graphic, physical, or electronic act) that is intended to harm; involves an imbalance of power, strength or status; and involves a pattern of behavior repeated over time or an extreme or severe act.

Harassment is when bullying behavior is targeted at a student because that student has or is perceived to have a protected characteristic. Harassment is a serious safety issue and needs to be reported to school administrators immediately. Protected characteristics include race, disability, gender, ethnic group, national origin, color, religion, actual or perceived sexual orientation and gender identity

AB 9 - Seth's Law

All California School Personnel are now required to take immediate steps to intervene whenever he or she witnesses discrimination, harassment, intimidation, or bullying.

Schools are required to have procedures and timelines for documenting and responding to reports of bullying.

Reporting and Documentation

Research tells us students hesitate to report bullying because they believe it will not help or will make it worse and students are not confident the adult will know what to do to help.

So, how we respond when a student reports bullying is very important to reinforce the desired behavior of making the report and to build student confidence that teachers can and will help solve the problem of bullying.

Research Based Strategy - The 4 A's of Receiving Reports of Bullying

The 4 A's of Receiving a Report (from "Steps to Respect")

1. Affirm the child's feelings
"You were right to get help from an adult."
2. Ask questions - Who, What, Where, When, How Long, How Often
3. Assess safety
If there are safety needs, harassment, or extreme or severe act, then refer to Principal immediately.
4. Act - Stop the bullying as soon as it is safe to do so

Complete the "Documentation of Bullying Report" form within 24 hours. If there is a safety need or harassment, report to School Administrator immediately.

Parents express concern that the school "doesn't do anything" to protect students who are bullied. Documentation is important for protecting students and also for protecting our professionalism and protecting ourselves and our school from liability.

**The Best Prevention of Bullying is a
Caring, Supportive School Environment.**

Stockton Unified School District
Teaching Students About Bullying – Elementary

Definition of Bullying

Bullying is unfair and one-sided. It happens when someone keeps hurting, frightening, threatening, or leaving someone out on purpose.

The 3 Step Procedure

If we want students to report bullying to an adult, we need to train them how to respond to bullying and when to report.

Be an “Upstander”

The strategy that is most effective at stopping bullying is intervention by peer “bystanders.” Bullying involves imbalance of power which is disrupted when a peer gets involved. Also, when the peer stands up for the student being targeted it helps model pro-social skills and supports the targeted student’s self-confidence.

Standing Up For Yourself

What To Do	What Not To Do
Keep calm and be slow to take offense. Ignore the bully’s behavior when possible. Calmly and confidently tell the bully to stop. Use humor. Change the subject or make a distraction. Pretend to agree with the bully and “own it” to take the power imbalance away. “I guess so.” “That’s your opinion.” Walk away and leave the situation. If it continues, report to an adult.	Don’t cry or act hurt in front of the bully. Don’t lose your temper. Don’t call the bully names. Don’t threaten or fight with the bully. Don’t make it worse. Don’t get others to gang up on the bully.

Stop Bullying with The 3 - Step Procedure



Step 1 - Ask them to stop.



Step 2 – Warn that you will report them.



Step 3 - Report them to an adult.

SUSD IS BULLY FREE - Together we can stop bullying!
Stockton Unified School District

Be an UPSTANDER!

The SOLUTION to bullying is for everyone to stand up.



1. Don't take part in bullying.

- Don't laugh at teasing
- Don't laugh if someone is hurt
- Ignore the bully, don't give them attention



2. Offer support – be an ALLY to someone being bullied.

- Make a distraction or change the subject
- Ask the person being targeted to join you and walk away to another activity
- Offer to help in another way



3. Take action against bullying.

- Report the bullying to an adult if someone is being hurt

SUSD IS BULLY FREE - Together we can stop bullying!

Stockton Unified School District

Teaching Students About Bullying – Secondary

Definition of Bullying

Bullying is unfair and one-sided. It is any statement or act that is intended to harm, is repeated over time, and involves an imbalance of power or status.

4 Types of Bullying

1. Verbal Bullying - using words to hurt or humiliate
 - Teasing, name calling, put downs, slurs, Insults, sarcasm, ridicule
 - Threatening, taunting, intimidating
 - Making faces, mean looks, mean gestures, hand gestures
2. Physical Bullying - using physical force to hurt, humiliate, or intimidate
 - Hitting, kicking, pushing, shoving, pinching, holding down, trashing
 - Throwing things, spitting, pantsing, taking or breaking belongings
 - Stealing or extorting money
3. Relational Bullying - using social influence to hurt, humiliate, or exclude
 - Rumors, gossip, whispering, defaming, scape goating
 - Excluding, ignoring, ostracizing, shunning, silent treatment
4. Cyber Bullying - using electronic devices and cyber space to hurt or humiliate
 - Bullying by text, post, e-mail, IM, web blog, social network
 - Posting embarrassing pictures, rumors, forwarding e-mail, IM, or texts

Be Empowered - Using Assertiveness Skills

Students who can manage their emotions and respond assertively are most effective at stopping bullying targeted at themselves or at their peers. Assertive communication skills are also an important life skill for resolving conflict and maintaining healthy relationships. Assertive communication is fair, respectful, and considers all parties.

Be an “Upstander”

The strategy that is most effective at stopping bullying is intervention by peer “bystanders.” Bullying involves imbalance of power which is disrupted when a peer gets involved. Also, when the peer stands up for the student being targeted it helps model pro-social skills and supports the targeted student’s self-confidence.

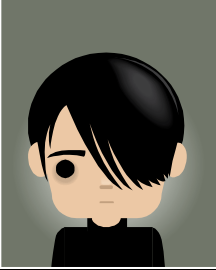

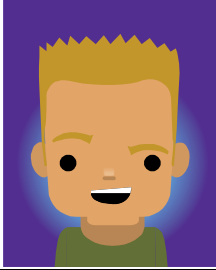
Standing Up For Yourself

What To Do	What Not To Do
Keep calm and be slow to take offense.	Don't cry or act hurt in front of the bully.
Ignore the bully's behavior when possible.	Don't lose your temper.
Calmly and confidently tell the bully to stop.	Don't call the bully names.
Use humor.	Don't threaten or fight with the bully.
Change the subject or make a distraction.	Don't make it worse.
Pretend to agree with the bully and “own it” to take the power imbalance away. “I guess so.” “That’s your opinion.”	Don't get others to gang up on the bully.
Walk away and leave the situation.	Don't try to get revenge.
If it continues, report to an adult.	

Be Empowered – Using Assertiveness Skills

From “Project Toward No Drug Abuse” –taught in High School

The way we usually interact with each other (communication style) can fall into three categories:

Passive: (easy to push around, doesn't want to stand up for self)	Aggressive: (pushy and offensive)	Assertive: (clear and confident)
		
Is afraid to speak up	Interrupts and “talks over” others	Speaks openly
Speaks softly	Speaks loudly	Uses conversational tone
Apologetic	“You Statements”	“I Statements”
Avoids looking at people (looks down or away) – may be cultural	Glares and stares at others	Makes good eye contact
Shows little or no facial expression	Intimidates others with facial expressions	Shows facial expressions that match the message
Slouches or withdraws	Stands rigidly, crosses arms, or invades others' personal space	Relaxes and adopts an open posture and expressions
Isolates self from groups	Controls groups	Participates in groups
Agrees with others, regardless of own feelings	Only considers own feelings	Considers feelings of self and others then speaks to the point
Values self less than others – feels inferior	Values self more than others – feels superior	Values self equal to others – feels equal
Hurts self to avoid hurting others	Hurts others to avoid being hurt	Tries to hurt no one (including self)
Puts the rights of others first, does not stand up for own rights	Stands up for own rights but violates the rights of others	Stands up for own rights while maintaining respect for the rights of others

Being assertive is the most effective way to deal with others. It is not always easy, but when we respond assertively we are clear about what we are saying. When we are assertive, we decrease the chance of conflict, hurting people's feelings, or getting involved in fights.

The SOLUTION to bullying is for everyone to stand up.



1. Don't take part in bullying.

- Don't laugh at put downs or disrespect
- Don't participate in gossip talk or online
- Don't laugh if someone is hurt
- Don't give your attention to the bully



2. Do Offer support – be an ALLY to someone being bullied.

- Make a distraction or change the subject
- Ask the person being targeted to join you and walk away to another activity
- Offer to help in another way



3. Take action against bullying.

- Report the bullying to an adult if someone is being hurt

SUSD IS BULLY FREE - Together we can stop bullying!