

# Bullying

## Glades Middle School and Its Efforts to Abolish Bullying

At its July 22 regular School Board meeting, the School Board of Broward County passed a policy prohibiting bullying of any student or employee. At our school, we believe that bullying of any kind, by any person, is unacceptable. All students should be free from worries about being bullied. Students who bully others must be taught other appropriate ways of interacting with peers. As a result, our school will focus prevention efforts on anti-bullying. All students and staff at our school will learn universal rules and expectations about bullying, as well as different skills and tools they can use to prevent or respond to bullying. As you know, bullying can take different forms, such as physical or verbal, and it can harm victims' social relationships with their peers. Bullying can also be indirect; for example, bullying can occur through gossip, spreading falsehoods and cyber bullying. Bullying is hurtful to anyone who is the target of such behavior, as well as to anyone who witnesses bullying.

We define bullying as "Systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as; unwanted purposeful written, verbal, nonverbal, or physical behavior, including but not limited to any threatening, insulting or dehumanizing gestures, by an adult or student, that has the potential to create an intimidating, hostile, or offensive educational environment or cause long term damage, cause discomfort or humiliation; or reasonably interfere with the individual's school performance or participation is carried out repeatedly and is often characterized by an imbalance of power."

### Frequently Asked Questions About Bullying

#### **What are the procedures for reporting an incident?**

Employees are required to report incidents. Employees, students, parents, and visitors, however, are strongly encouraged to report suspected incidents to their principal and/or appropriate area/district administrator either verbally or in writing. A report may be made anonymously, using the anonymous reporting box located inside your school's grade level center, area or district site anonymous reporting box or by going to the [www.browardschools.com](http://www.browardschools.com). Anonymous reports can also occur by calling the emergency hotline at 754-321-0911.

#### **How do investigations occur?**

The principal/designee or the appropriate area/district administrator will take specific steps to investigate all complaints of bullying. The principal/designee or the appropriate area/district administrator will initiate an investigation of all reports of bullying within 2 days and every investigation will be completed within 10 days after its initiation.

#### **What are the consequences?**

Consequences for confirmed bullying will include referrals, interventions, and/or disciplinary action as outlined by the Student Code of Conduct, the district's Discipline Matrix, school board policies and any collective bargaining agreements.

#### **We all deserve safe and respectful school environments!**

Need to know more? See the Code of Student Conduct, Employee Handbook or [www.browardschools.com](http://www.browardschools.com) or [abolishbullying.org](http://abolishbullying.org).

RESPECT IS KEY