



ANTI-BULLYING/CYBERBULLY POLICY

Everyone at *Learning by Design* is committed to making our school a safe and caring place for all students. We will treat each other with respect and will refuse to tolerate bullying in any form.

We define *bullying* as follows: Bullying is unfair and one-sided. It happens when someone keeps hurting, frightening, threatening, or leaving someone out on purpose.

Examples of bullying include:

1. Hurting someone physically by hitting, kicking, tripping, pushing, and so on.
2. Stealing or damaging another person's things.
3. Ganging up on someone.
4. Teasing someone in a hurtful way-including "just kidding" remarks or supposed jokes.
5. Using put-downs, such as insulting someone's race or making fun of someone for being a girl or boy.
6. Touching or showing private body parts.
7. Spreading gossip or rumors about someone. (Verbally, written, or on-line as in cyberbullying.)
8. Leaving someone out on purpose or trying to get other kids not to play or be friends with someone.
9. Cyberbullying, which is the use of electronic communication to bully a person.

Staff at *Learning by Design* will do the following to prevent bullying and help students feel safe at school:

1. Closely supervise students in all areas of the school, including the classrooms.
2. Watch for signs of bullying and stop it when it happens.
3. Teach anti-bullying techniques.
4. Respond quickly and sensitively to bullying reports.
5. Take parents' concerns about bullying seriously.
6. Look into all reported bullying incidents.
7. Assign firm, fair, and consistent consequences for bullying based on the school discipline plan.
8. Provide immediate consequences for retaliation against students who report bullying.

Students at *Learning by Design* will do the following things to prevent bullying:

1. Treat each other respectfully.
2. Refuse to bully others.

3. Refuse to let others be bullies.
4. Refuse to watch, laugh, or join in when someone is being bullied. Be an advocate.
5. Try to include everyone in play, especially those who are often left out.
6. Report bullying to an adult.

Consequences:

1. Conference with the teacher.
2. Conference with someone on the administration team.
3. Notification to parents/guardians.
4. Meeting with parents/guardians.
5. Referral to Connections/ Circle with school designee.
6. Corrective learning lesson (*i.e.*, essay, apology, discipline plan).
7. Service project to school.
8. Detention/suspension/expulsion.