



LIBERTY ELEMENTARY

LIBERTY ELEMENTARY SCHOOL DISTRICT

Bullying Prevention Policy

2020-2021



LIBERTY ELEMENTARY SCHOOL DISTRICT

1771 E. Pacific Ave.

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VISION AND MISSION

DISTRICT VISION

We will prepare our students to assume responsibility to plan, design and build the future by providing a learning environment which is centered on students, directed by teachers and supported by home and community.

DISTRICT MISSION

TO ACHIEVE EXCELLENCE, WE WILL:

- Challenge students academically by using current instructional practices and curriculum.
- Provide a quality education through exemplary programs, services, and activities that empower, and meet the needs, of ALL students in a safe environment.
- Encourage all individuals to maximize their potential in mind, body and spirit.
- Create a community that is involved, and supportive of, the overall success of students.
- Foster an atmosphere of open and effective communication among students, staff, and families.

LIBERTY NON-DISCRIMINATION STATEMENT

Liberty Elementary School District is committed to providing equal opportunity for all individuals in education. District programs, activities, and practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. The following person has been designated to handle inquiries regarding the non-discrimination policies: Keri Montoya, Superintendent, 1771E. Pacific Ave., Tulare, CA 93274, 559-686-1675.

Liberty Elementary School District believes that all students have a right to a safe and healthy school environment. The staff, students, and community have an obligation to promote mutual respect, tolerance, and acceptance.

Liberty Elementary will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. These behaviors include in person or online (cyberbullying/social media). Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions.

Liberty Elementary expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff who witness such acts should take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campus, Liberty will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment.

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Liberty has adopted a set of discipline rules and regulations to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Discipline Rules and Regulations includes, but are not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.

If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All staff, students and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the school year, as part of the student handbook and/or information packet and as part of the school system's notification to parents.
- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

Liberty Elementary believes that all students have a right to a safe and healthy school environment. Part of a healthy environment is the freedom to openly disagree. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others.

To prevent conflict, Liberty will incorporate conflict resolution education and problem solving techniques into the curriculum and campus programs. This is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment.

Liberty will work to develop the knowledge, attitudes, and skills students need to choose alternatives to self-destructive, violent behavior and dissolve interpersonal and intergroup conflict.

Students will be expected to:

- Resolve their disputes without resorting to violence.
- Help fellow students resolve problems peacefully.
- Rely on staff trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.
- Contact an adult when needing help in resolving a disagreement.

Conflict resolution procedures shall not supplant the authority of staff to act to prevent violence, ensure campus safety, maintain order, and discipline students.

Definitions

"Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a pupil or group of pupils as defined in Section 48900.2, 48900.3, or 48900.4, directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following:

- (a) Placing a reasonable pupil or pupils in fear of harm to that pupil's or those pupils' person or property.
- (b) Causing a reasonable pupil to experience a substantially detrimental effect on his or her physical or mental health.
- (c) Causing a reasonable pupil to experience substantial interference with his or her academic performance.
- (d) Causing a reasonable pupil to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.

"Cyberbullying" includes the transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Resources

California Department of Education – Bullying Prevention Training and Resources

<https://www.cde.ca.gov/ls/ss/se/bullyres.asp>

California Department of Education – Bullying & Hate-Motivated Behavior Prevention

<https://www.cde.ca.gov/ls/ss/se/bullyingprev.asp>

<https://www.stopbullying.gov/resources/laws/california>

Common Sense Media offers tips on cyberbullying: what it is and why it matters.

<https://www.commonsensemedia.org/cyberbullying>

National Bullying Prevention Center <https://www.pacer.org/bullying/>

California Department of Education – Social and Emotional Learning

<https://www.cde.ca.gov/ci/se/index.asp>

Say Something Anonymous Reporting System

The Say Something Anonymous Reporting System (SS-ARS) program teaches students, teachers, and administrators how to recognize warning signs and signals, especially within social media, of individuals who may be a threat to themselves or others and *Say Something* to a trusted adult OR use its anonymous reporting system. Specifically, the program educates participants to:

- Recognize the signs and signals of at-risk behaviors – especially within social media
- Take every sign and signal seriously; act quickly to get help by talking to a trusted adult OR
- Report it anonymously through SS-ARS 24/7 Crisis Center, mobile app, or website
- Respond to and manage the submitted tip via a multi-disciplinary educator and administrator teams
- Sustain the curriculum and awareness via student clubs, in-school activities and call-to-action weeks

Our students often are aware of the problems their peers are facing, so we must empower them to know the danger signs and give them the tools to help each other with the assistance of trained and caring adults. As you know, most conversations are taking place on social media, therefore it is critical that we teach our students to be looking out for one another as these digital conversations are taking place. SS-ARS teaches them what to look for in text, video and photos while empowering them to act quickly to help a fellow student.

Submit an Anonymous Tip

- Call the Tipline: 1-844-5-SAYNOW
- Use the Website: www.saysomething.net
- Use the Mobile App: Available for Apple and Android devices