

## Newburyport High School

### Bullying

Bullying can occur at any age or grade. It is the repeated threat of physical or emotional harm by one student to another. Like harassment, it is determined by the perception of the victim, and/or not just the individual or group action. Bullying may also be reported by third party observers. Students who are bullied for sustained periods of time, without intervention, can suffer low self-esteem, isolation, and depression. Children need to learn to recognize the signs of bullying, and then learn ways to resist (refuse) the threats. Teaching students to report bullying to the trusted adults in the school is the most critical step. All students need to know that their concerns will be heard and actions taken. When a victim or a bystander reports bullying to an adult, that person must immediately contact the Principal or designee (Dean of Student Life, Dean of Student Support or Student Support Counselor).

#### 1. \*Intervention Procedure for Bullying Behaviors

Once a bullying incident is reported and a referral submitted students involved will have the opportunity to separately participate in behavioral coaching. Interventions for more serious behaviors may proceed directly to Step 4 or 5 if it is determined, by a school administrator, to be necessary. Interventions will result as follows:

##### Step One: Warning

A staff member may re-direct or re-teach the rule with which a student is having difficulty, and coach the student on specific strategies to avoid bullying behavior in the future. Report form is completed. Parents are notified at teacher/staff member's discretion. Depending upon the severity of the offense, the student may be referred directly to the Assistant Principal/Principal.

##### Step Two: Intervention by Teacher/Faculty Member or Administrator

Meetings/conferences are held with student(s) involved (coaching). School expectations and rules regarding bullying are reviewed with bullying student. Parent is notified. Report form is completed. Student is informed of Steps 3-5. Interventions are applied consistent with level of severity of the bullying behavior.

##### Step Three: Initial Intervention with Assistant Principal/Principal

A conference is held with student(s) involved. Parent is notified and contract is created, which is signed by parent(s) and student. Student is informed of Steps 4 & 5. Interventions are applied consistent with level of severity of the bullying behavior.

##### Step Four: Intervention with Assistant Principal/Principal for Repeated Offenses

One day suspension is issued. Student calls parent with Assistant Principal/Principal. Student is informed of Step 5. Interventions are applied consistent with level of severity of the bullying behavior.

##### Step Five: Crisis Intervention Response with Assistant Principal/Principal and/or other staff

Parent is required to pick up student and remove from school. Short-term suspension, long-term suspension, or expulsion required.

\*Retaliation against a reporter will result in immediate Level Two or Level Three Intervention.

\*\*All Level Three behaviors should be referred to administration even without prior warnings or steps in the process.

## Hierarchy of Bullying Behaviors and their Possible Interventions

**Definition of Bullying:** Bullying is unfair and one-sided; it involves an imbalance of power. It happens when someone is repeatedly hurting, frightening, threatening or leaving someone out on purpose. Like harassment, bullying situations take into account the perception of the victim and not just the individual or group action.

Please note that any of the interventions may be enacted. Depending upon the severity or frequency of the behavior, a Level One offense may arise to that of a Level Two intervention and a Level Two offense may arise to that of a Level Three intervention.

### Level One Bullying Behaviors

### Possible Interventions

Gossiping/Spreading Rumors

1. Apology/making amends by repairing, cleaning, replacing, etc.

Embarrassing someone on purpose

2. Loss of privileges

Name-calling/Put Downs

3. Parent Notification

Dirty Looks

4. Develop a behavior plan

Teasing in a hurtful way

5. Make an environmental change:

Excluding from a group/Leaving out someone on purpose

✓ move seat

✓ adjust schedule

6. Peer Mediation

7. Warning

8. Teacher detention issued

A pattern of Level 1 offenses may result in interventions for Level 2 offenses and referral for additional intervention services. This is not an all inclusive list.

### Level Two Bullying Behaviors

### Possible Interventions

Threatening to take or destroy a possession.

Loss of privileges

Making amends by repairing, cleaning, replacing, etc.

Taking or destroying a possession

3. Peer Mediation

Making verbal threats to harm or intimidate

4. Student behavior plan/ counseling intervention

Coercively encouraging others to exclude, reject or isolate someone

5. Office detention issued

Coercively encouraging others to spread rumors

Saturday school detention

Out-of-school suspension

Verbal threatening and/or using force to get someone to act unsafely

Retaliation against someone reporting bullying

Teasing in a racial/sexual manner

Humiliating someone publicly

This is not an all inclusive list

### **Level Three Bullying Behaviors**

Verbal threats of aggression against property or possessions  
Stealing or damaging another person's property/extortion  
Verbal threats of violence or of inflicting bodily harm  
Physical violence/inflicting bodily harm  
Retaliation  
Threatening with a weapon  
Maliciously excluding  
Manipulating social order to achieve rejection  
Malicious rumor mongering  
Threatening with total isolation by peer group  
Threats of using coercion against family or friends  
Coercion  
Racial/Sexual Harassment

### **Possible Interventions**

Student behavior plan  
Saturday detention  
Out-of-school suspension  
Expulsion from school or school district

Criminal behavior will be referred to law enforcement under Newburyport High School and Newburyport Police department memorandum of understanding

This is not an all inclusive list