



# Anti-Bully and Pro-UPSTANDER Policy

***EAH will stop all bullying and promote RESPECT and RESPONSIBILITY.***

**BE AN UPSTANDER PLAN – Our 2Rs: RESPECT and RESPONSIBILITY, are at the center of all actions and interactions. Edward A. Hall Middle School is committed to making our school a safe learning and social environment for everybody. We will teach how to treat each other with RESPECT and model how to be an UPSTANDER.**

**UPSTANDER:** Anyone who is committed to making our EAH community safe, inclusive and RESPECTFUL for all people, including all the ways we appear to be different. Being an UPSTANDER, and not a bystander, means showing RESPONSIBILITY and taking positive initiative, and protecting someone at school who is being the target of any kind of bullying or harassment.

**Bullying** is the deliberate and pervasive use of aggressive behavior in interactions where there is real or perceived power imbalance. It includes actions that cause physical, emotional, or mental hurt to the victim and actions that violate the other person’s freedom or rights. There are multiple types of bullying, which include, but are not limited to:

<p><b>Verbal bullying</b> is saying or writing mean things. It includes:</p> <ul style="list-style-type: none"> <li>○ Teasing</li> <li>○ Name-calling</li> <li>○ Inappropriate sexual comments</li> <li>○ Taunting</li> <li>○ Threatening to cause harm</li> <li>○ Making fun or putting down someone’s race, religion, sexual orientation, etc.</li> <li>○ Saying negative things about another person online or by electronic means</li> </ul>	<p><b>Social bullying</b> involves hurting someone’s reputation or relationships. It includes:</p> <ul style="list-style-type: none"> <li>○ Leaving someone out on purpose</li> <li>○ Telling others not to be friends with someone</li> <li>○ Spreading rumors about someone</li> <li>○ Embarrassing someone in public</li> <li>○ Posting negative comments about someone online</li> <li>○ Excluding someone during a game or school activity or collaboration</li> </ul>	<p><b>Physical bullying</b> involves hurting a person’s body or possessions. It includes:</p> <ul style="list-style-type: none"> <li>○ Hitting/kicking/pinching</li> <li>○ Tripping/pushing</li> <li>○ Taking or breaking someone’s things</li> <li>○ Making mean or rude hand gestures</li> <li>○ Pulling someone by their clothing</li> <li>○ Grabbing or tugging someone’s backpack</li> <li>○ Bumping or "shoulder checking" someone</li> </ul>
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**Students at E. A. Hall Middle School will do the following things to prevent bullying:**

- Always behave as proud Falcons, showing RESPECT and RESPONSIBILITY with all their actions and interactions.
- Be RESPECTFUL UPSTANDERS and always treat others with kind actions and words
- Be RESPECTFUL UPSTANDERS and refuse to bully others
- Be RESPECTFUL UPSTANDERS and refuse to let others be bullied
- Be RESPONSIBLE UPSTANDERS and ask for help with mediation when they have conflict with or dislike for a peer
- Be RESPONSIBLE UPSTANDERS and refuse to watch, laugh, or join in when someone is being bullied
- Be RESPONSIBLE UPSTANDERS and try to include everyone in play, especially those who are often left out

**UPSTANDERS do:**

- ✓ Separate the student being bullied from the situation. Walk away with them.
- ✓ Talk to a trusted adult (a parent, teacher, teacher aide, counselor, administrator, nurse, etc.)
- ✓ Do not confront the bully.

**Adults do:**

- ✓ Get to know our students.
- ✓ Intervene immediately. Report the incident and student information to a counselor or administrator.
- ✓ If the adult is the witness. Separate the kids involved.
- ✓ Continue to model respect for all involved.
- ✓ Hold class discussions about bullying and upstanding as UPSTANDERS.

**Administration/Counselors do:**

- ✓ Get the facts privately from each student involved.
- ✓ Meet any immediate counseling, medical or mental health needs.
- ✓ Reassure the students involved, including bystanders, that the matter will be dealt with.
- ✓ Model respectful behavior and communicate with students and families.
- ✓ Work on solutions so that the students feel safe and the situations do not happen again.
- ✓ Keep all students confidential, and not disclose what discipline and interventions were administered.

**Bullying of any kind is unacceptable and every instance will be investigated.**

**Depending on the severity and nature of the incident, E. A. Hall Middle School will take one or more of the following steps when bullying occurs:**

- ❖ The goal of all discipline and interventions is that the bullying actions by the student at fault stop completely.
- ❖ Many of the actions taken with the bully to modify their negative choices into positive behaviors are confidential and the victim of the bullying may not know what discipline or supports have been established.
- ❖ Administration and a counselor will meet separately with the bully, as well as with the student who was bullied. Both parents will also be notified and note will be made in the student information system.
- ❖ Consequences can range from detention, to suspension, or even expulsion, depending on the severity and number of discipline actions.
- ❖ Supports, such as counseling, group work, community service, or others, may also be scheduled.