

Anti-Bullying COMMITTEE MEETING
RSU 12 Central Office
September 9, 2021
4:30 p.m. - 5:15 p.m.

Present: Russ Gates, Howard Tuttle, Mary Coventry, Sandi Devaney

1. Elect a Chair
 - a. Russ Gates elected unanimously

2. Goals for the year
 - a. Revise JICK - Bullying as well as accompanying JICK policy procedures. Send to policy committee and get approved by the Board.
 - b. Monitor and receive reports from the school system about the implementation of Restorative Practices. Research and educate the committee and the board about successful implementations of Restorative Practices.
 - c. Research what we can learn about the COVID-19 bullying downturn in RSU 12.
 - d. Review materials from the anti-bullying conference that Mr. Gates collected prior to COVID-19.
 - e. Maintain the bullying incident chart and receive reports on any follow-up activity that the administration has initiated.
 - f. Review behavior data and make recommendations as appropriate
 - g. Review minutes from District PBIS meeting

3. Discussion about the definition of bullying as it reads in policy JICK
 - a. Imbalance of power
 - b. Repetition of harm or the potential for repetition
 - c. Intention to inflict harm
 - d. “For something to constitute bullying, it must contain three elements: an imbalance of power, a repetition of hurtful behaviors, and an intention to inflict harm.”

4. The committee suggested revisions of this policy and sent them on to the Policy Committee for review. These are the suggestions
 - a. There are three key components of bullying: More Specific Guidance:
 - i. **An Imbalance of Power:** Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
 - ii. **Repetition:** Bullying behaviors happen more than once. However, in certain circumstances, the behavior could be a one time occurrence in which a reasonable person would expect the behavior to happen again.
 - iii. **Intention:** An intention to inflict physical or emotional harm
 - iv. <https://www.stopbullying.gov/bullying/what-is-bullying>
(footnote this)

- v. <https://www.verywellfamily.com/bullying-or-unkind-behavior-how-to-know-the-difference-460493>
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End Time: 5:15pm