



PAE BULLYING 101

PAE Bullying Prevention Initiatives

- Start With Hello
- STAR Behaviors
- PATHS Curriculum (Promoting Alternative Thinking Strategies)
- Great Kindness Challenge
- STOMP Out Bullying
- We recite our bully creed each morning during announcements.
- School counselors teach bullying lessons.
- Teachers have a classroom bully reporting box to report incidents.
- The counselors have a bully box outside of their office to report incidents.
- Resources for parents are posted on our school website.
- Bullying professional development and protocol for bullying are shared with all staff members
- Positive Behavior Intervention System (PBIS)

What is Bullying?

Bullying has become a catchphrase encompassing acts of poor behavior and/or aggression. Bullying behavior is carried out repeatedly and over time. It is:

1. Intended to harm or disturb
2. Contains a specific type of aggression (verbal, physical, psychological, cyber bullying)
3. Behaviors involve an imbalance of power

While not all inappropriate behaviors are classified as bullying, at Park Avenue Elementary any incidences of inappropriate behavior will be addressed.

Bullying Law

- (a) The General Assembly finds that every public school student in this state has the right to receive his or her public education in a public school educational environment that is reasonably free from substantial intimidation, harassment, or harm or threat of harm by another student.
- (b) As used in this section:
 - (1) "Attribute" means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, academic status, disability, gender, gender identity, physical appearance, health condition, or sexual orientation;
 - (2) "Bullying" means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated and that causes or creates actual or reasonably foreseeable:
 - (A) Physical harm to a public school employee or student or damage to the public school employee's or student's property;
 - (B) Substantial interference with a student's education or with a public school employee's role in education;
 - (C) A hostile educational environment for one (1) or more students or public school employees due to the severity, persistence, or pervasiveness of the act; or
 - (D) Substantial disruption of the orderly operation of the school or educational environment;
 - (3) "Electronic act" means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager;

- (4) "Harassment" means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and
- (5) "Substantial disruption" means without limitation that any one (1) or more of the following occur as a result of the bullying:
 - (A) Necessary cessation of instruction or educational activities;
 - (B) Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;
 - (C) Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or
 - (D) Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.
- (c) Bullying of a public school student or a public school employee is prohibited.
- (d) A school principal or his or her designee who receives a credible report or complaint of bullying shall promptly investigate the complaint or report and make a record of the investigation and any action taken as a result of the investigation.
- (e)
 - (1) The board of directors of every school district shall adopt policies to prevent bullying.
 - (2) The policies shall:
 - (A)
 - (i) Clearly define conduct that constitutes bullying.
 - (ii) The definition shall include without limitation the definition contained in subsection (b) of this section;
 - (B) Prohibit bullying:

- (i) While in school, on school equipment or property, in school vehicles, on school buses, at designated school bus stops, at school-sponsored activities, at school-sanctioned events; or
- (ii)
 - (a) By an electronic act that results in the substantial disruption of the orderly operation of the school or educational environment.
 - (b) This section shall apply to an electronic act whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school and has a high likelihood of succeeding in that purpose;
- (C) State the consequences for engaging in the prohibited conduct, which may vary depending on the age or grade of the student involved;
- (D) Require that a school employee who has witnessed or has reliable information that a pupil has been a victim of bullying as defined by the district shall report the incident to the principal;
- (E) Require that the person or persons who file a complaint will not be subject to retaliation or reprisal in any form;
- (F) Require that notice of what constitutes bullying, that bullying is prohibited, and that the consequences of engaging in bullying be conspicuously posted in every classroom, cafeteria, restroom, gymnasium, auditorium, and school bus in the district; and
- (G) Require that copies of the notice of what constitutes bullying, that bullying is prohibited, and that the consequences of engaging in bullying be provided to parents,

students, school volunteers, and employees. Each policy shall require that a full copy of the policy be made available upon request.

- (f) A school district shall provide training on compliance with the anti bullying policies to all public school district employees responsible for reporting or investigating bullying under this section.
- (g) A school employee who has reported violations under the school district's policy shall be immune from any tort liability that may arise from the failure to remedy the reported incident.
- (h) The board of directors of a school district may provide opportunities for school employees to participate in programs or other activities designed to develop the knowledge and skills to prevent and respond to acts covered by this policy.
- (i) The school district shall provide the Department of Education with the website address at which a copy of the policies adopted in compliance with this section may be found.
- (j) This section is not intended to:
 - (1) Restrict a public school district from adopting and implementing policies against bullying or school violence or policies to promote civility and student dignity that are more inclusive than the anti bullying policies required under this section; or
 - (2) Unconstitutionally restrict protected rights of freedom of speech, freedom of religious exercise, or freedom of assembly.

<https://law.justia.com/codes/arkansas/2012/title-6/subtitle-2/chapter-18/subchapter-5/section-6-18-514>

Who is involved?

The bully, the bullied and bystanders are all involved in acts of bullying.

What can be done?

Gather information from your child including who, what, when, why and where about the bullying incident including whether your child reported this to an adult.

Remember there are always two sides to a story. Report the bullying to your child's teacher and administrator; write the information down if possible.

Teach strong social skills including how to be a friend and how to develop strong friendships. Teach, model, and reinforce a healthy sense of self in your child. Children learn through a variety of social interactions, in part by observing others' then repeating or practicing those behaviors. Teach your child assertiveness and healthy individual boundaries, which is different and more acceptable than aggressiveness. Teach that defending oneself does not require violence or weapons, but does involve assertiveness in drawing personal and social boundaries. Teach healthy, constructive responses to bullying and role play these responses with your child. Never put the bully on the defensive by calling names or threatening which may result in more aggression. Responding to bullying with silence renders unspoken permission for the inappropriate behaviors to continue; teach your child to self-advocate or speak up through using humor, conversation or dismissive phrases such as "I don't like that," "I know," "I'm out of here," "That doesn't bother me," "Is there a problem you would like to work out?". Finally, teach your child to reach out to school staff and report when previously addressed bullying behaviors continue.

If your child fails in any of the above, continue to practice and role play as well as encourage them to keep trying. As a parent, resist the urge to immediately intervene. Visit anti-bullying websites and equip yourself with knowledge and strategies to assist and support your child.

Remember bullying is unprovoked, intentional, repeated over time, involving an imbalance of power and/or strength and involves a disregard for rules. Teasing is unintentional, impulsive, easily corrected and is deterred by simple consequences.

Limit your child's access to the internet; know their passwords and visit their websites; teach internet responsibility and revoke their access if internet use is abused or inappropriate. Stay informed about the varied social network and media sites adolescents frequent. If your child is cyber bullied, do not erase or

alter texts or emails, take screenshots of social network sites as this is your evidence. If violence has been threatened parents need to contact law enforcement and the school; most cyber bullying is outside the jurisdiction of the school unless there is a substantial disruption to the educational process. Consider if the social websites you have passwords to are inactive, that your child may have an alternative profile kept hidden from your view; a "parent page" versus a "real page." Set family rules that all internet devices be inaccessible to your child during family sleeping hours. Many acts of cyber bullying occur when parents believe their children are sleeping.

How do you report bullying?

- Initial report within 24 hours
 - Give written details to the teacher, adult supervisor, counselor, or administrator of the bullying incident.
 - Notify parent or legal guardian of a student believed to be the victim of an incident of bullying that his or her child is the victim in a credible report of complaint or bullying.
- Investigation
 - Administrator/designee begins investigation within 5 calendar days of receiving initial complaint.
- Consequences/Actions
 - Administrator/designee completes investigation with 5 calendar days of initial complaint.
 - Following the completion of the investigation into the alleged incident of bullying an administrator or designee may without limitation:
 - Provide intervention services
 - Establish training programs to reduce bullying
 - Impose discipline
 - Recommend counseling
 - Notify the parent or guardian of the student who is determined to have been the perpetrator of the incident

- Documentation
 - Administrator/designee documents events in school records and is reported to the Superintendent/Designee for school board reports.

To support Arkansas schools and school districts, the ADE is providing links to a selection of resources available that are free to Arkansas educators.

<http://dese.ade.arkansas.gov/divisions/communications/safety/anti-bullying>

Stop Bullying

<http://www.stopbullying.gov/>

SAMHSA (Substance Abuse and Mental Health Services Administration)

<http://www.samhsa.gov/>

SAMHSA Bullying App

<http://store.samhsa.gov/apps/knowbullying/index.html>

Eyes On Bullying

<http://www.eyesonbullying.org/>

Common Sense Education

<https://www.commonsensemedia.org/educators/cyberbullying-toolkit>

National Crime Prevention Council

<https://www.ncpc.org/resources/bullying/>

DESE Resources

<http://www.arkansased.gov/divisions/learning-services/technology-initiatives-and-resources/cyber-safety-resources>

Arkansas IDEAS - Bullying

http://ideas.aetn.org/course_catalog?subject=Health&tess=2a

American Psychological Association

<http://www.apa.org/topics/bullying/index.aspx>

Centers for Disease Control and Prevention - School Violence: Prevention Tools and Resources

<http://www.cdc.gov/violenceprevention/youthviolence/schoolviolence/tools.html>

Additional Resources

www.wiredsafety.org

www.cyberbullying.us

www.netlingo.com

www.CyberBully411.org

www.meanstinks.com

www.schoolcounselor.com

www.stopbullyingnow.com

www.isafe.org

www.stopbullyingworld.org/