

<i><b>Rainy River District School Board</b></i>	<b>SECTION 4</b> <i>Students</i>
<b>BULLYING PREVENTION AND INTERVENTION</b>	<b>4.31</b>

**POLICY**

The Rainy River District School Board will provide bullying prevention and intervention programs.

**RATIONALE**

The Board recognizes that bullying adversely affects the school climate, and a student’s well-being and a student's ability to learn.

**IMPLEMENTATION**

As per Procedure 4.31 Bullying Prevention and Intervention

**GUIDELINES**

**1.0 Bullying Prevention and Intervention Plans**

- 1.1 The Board shall maintain a Bullying Prevention and Intervention Plan by reviewing it every two years. This review will invite feedback from students, staff, parents/guardians, school councils, advisory committees, and community members.
- 1.2 Schools shall establish Safe School Committees to assist with the development of the Bullying Prevention and Intervention Plan. An existing school committee (e.g., school council) can assume this role or create a subcommittee for this role.
- 1.3 Schools shall administer school climate surveys every two years to students, staff, and parents. The results of the surveys will inform the development of the school-wide bullying prevention and intervention plans.
- 1.4 School plans will:
  - identify programs, interventions, and supports for students who have been bullied, have witnessed incidents of bullying, and/or have engaged in bullying.
  - include procedures to allow students, parents/guardians, and other persons to report bullying incidents safely and in a way that will minimize the possibility of reprisal.
  - outline a process for parents/guardians to follow if they are not satisfied with the supports that their children receive.
  - promote the development of healthy relationships through direct instruction, and by highlighting equity and inclusive education principles in daily classroom and school activities.
  - use practices that take into account the needs of individual students by showing sensitivity to diversity, to cultural needs, and to special education needs, when implementing bullying prevention and intervention programs.
  - provide training to all administrators, teachers, occasional teachers, and all support staff to acquire the knowledge and skills necessary to address bullying.

- ensure that others (e.g., school bus drivers, school bus operators, third-party employees, and volunteers) are trained and are familiar with the Plan.

1.5 Annually, the school Bullying Prevention and Intervention Plan shall be communicated to staff, students, parents/guardians, and the school community.

## 2.0 Responding to Bullying

2.1 Board staff will:

- model appropriate interaction and conflict resolution.
- work to promote the prevention of bullying.
- prevent and properly intervene when bullying is occurring, calling upon the support of others, within both the school and the community, including appropriate community agencies when needed.

2.2 Every staff member, or individual who works directly with students on a regular basis, including transportation providers and third-party service providers (e.g., day care providers), will:

- take allegations of bullying, including cyber-bullying, seriously.
- act in a timely, sensitive manner when responding to students who disclose or report bullying incidents.
- respond immediately and appropriately to any incidents of bullying, if there is no immediate risk of physical harm to any staff member or any individual.

2.3 Incidents of bullying about which a staff member, transportation provider or third-party employee or service provider (e.g., day care providers) becomes aware of must be reported in writing to the principal or designate at the earliest and safe opportunity and no later than the end of the school day or transportation run.

2.4 Schools must support students involved in incidents of bullying and must outline to parents/guardians what they will do to support these students.

However, communication with the student's parent/guardian shall not take place in circumstances where to do so would put the student at risk of harm and would not be in the student's best interests.

## DEFINITIONS

**Bullying** means aggressive and typically repeated behaviour including the use of any physical, verbal, electronic, written or other means, by a student where,

- a) the behaviour is intended by the student to have the effect of, or the student ought to know that the behaviour would be likely to have the effect of,
  - i. Causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
  - ii. Creating a negative environment at a school for another individual, and
- b) the behaviour occurs in a context where there is a real or perceived power imbalance between the student and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education.

**Cyber-bullying** is bullying by electronic means, including, but not limited to:

- creating a profile, webpage, or a blog in which the creator assumes the identity of another person;
- impersonating another person as the author of content or messages posted on the internet;
- communicating material to more than one individual or posting material on a website that may be accessed by one or more individuals;
- digital gaming;
- communication applications including social media platforms.

<p style="text-align: center;"><u>CROSS-REFERENCE</u></p> <p><b>Policies:</b></p> <ul style="list-style-type: none"> <li>▪ 2.12 Access to School Premises</li> <li>▪ 2.67 Equity and Inclusive Education</li> <li>▪ 4.16 Safe Schools</li> </ul> <p><b>Procedures:</b></p> <ul style="list-style-type: none"> <li>▪ 4.30 Student Discipline</li> <li>▪ 4.31 Bullying Prevention and Intervention</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>▪ Joint Transportation Policy</li> <li>▪ Police and School Board Response Protocol</li> <li>▪ Threat/Risk Assessment Protocol</li> <li>▪ The Provision of Agency Services on School Board Property Protocol</li> <li>▪ RRDSB Anti-Sex Trafficking Protocol</li> <li>▪ RRDSB Bullying Prevention and Intervention Plan</li> </ul>	<p><u>Date Approved</u> May 3, 2022</p> <p><u>Board Motion</u> 271</p> <p><u>Review Prior To</u> 2026</p>	<p style="text-align: center;"><u>LEGAL/MINISTRY OF EDUCATION REFERENCE</u></p> <p><i>The Education Act</i></p> <p><i>Education Amendment Act (Progressive Discipline and School Safety) 2007</i></p> <p><i>PPM No. 119, Developing and implementing equity and inclusive education policies in Ontario schools</i></p> <p><i>PPM No. 120, Reporting violent incidents to the Ministry of Education</i></p> <p><i>PPM 128: The Provincial Code of Conduct and School Board Codes of Conduct</i></p> <p><i>PPM 144: Bullying Prevention and Intervention, Rev. Nov. 25, 2021</i></p> <p><i>PPM 145: Progressive Discipline and Promoting Positive Student Behaviour, October 4, 2007</i></p> <p><i>Municipal Freedom of Information and Protection of Privacy Act</i></p> <p><i>Ontario Human Rights Code</i></p> <p><i>Accessibility for Ontarians with Disabilities Act</i></p>
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