



Bullying

Response and Training in CSD

What is Bullying: Bullying behavior disrupts learning, spreads fear among students, reduces teaching effectiveness, and can cause psychological harm. Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

Bullying behavior includes:

- **Harm:** Someone gets hurt physically, socially, or emotionally.
- **An imbalance of power:** The targeted student or group of students does not have the physical, verbal, or social skills to effectively resist the bullying behavior.
- **Repetition:** Bullying behaviors happen more than once or have the potential to be repeated.

In CSD, hazing, harassment, intimidation or bullying, menacing and acts of cyberbullying by students, staff and third parties toward students are strictly prohibited by school board policy JFCF.

“Harassment, intimidation or bullying” means any act that substantially interferes with a student’s educational benefits, opportunities or performance, that takes place on or immediately adjacent to district grounds, at any district-sponsored activity, on district-provided transportation or at any official district bus stop, that may be based on, but not limited to, the protected class status of a person, having the effect of:

- Physically harming a student or damaging a student’s property;
- Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student’s property;
- Creating a hostile educational environment including interfering with the psychological well-being of the student and may be based on, but not limited to, the protected class of the person.

Types of Bullying:

- **Verbal:** Examples include teasing, name-calling, inappropriate sexual comments, taunting, threatening to cause harm.
- **Social:** Examples include leaving someone out, telling others not to be friends with someone, spreading rumors, embarrassing someone in public.
- **Physical:** Examples include hitting, spitting, tripping, pushing, taking or breaking someone’s things, making mean or rude hand gestures.
- **On-line/Cyber/Outside of school:** This becomes a school issue when it “disrupts the educational environment.” In those cases, the school proceeds with investigating and problem-solving the issue.

Effects of Bullying: Children who are bullied can experience negative physical, school, and mental health issues, such as depression, anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, health complaints, and decreased academic achievement. Bullied students are also more likely to miss, skip, or drop out of school.

Creswell School District

Our students will be: Trained to identify and report bullying. Each building will have an age appropriate plan.

Our staff will be: Trained to address bullying behavior.

- Through completion of an annual on-line program.
- Through an annual discussion/review at a beginning of the year staff meeting.

Our administrators will: Respond appropriately to reports of bullying and ensure our staff and students are trained to do the same.

When addressing bullying behavior, CSD will:

- Show students that bullying is taken seriously by addressing and investigating all reports.
- If affirmed, we will make sure the perpetrator knows what the problem behavior is.
- Use consequences to teach, understanding that suspending or expelling students, while sometimes needed, does not reduce bullying behaviors.
- Inform parents in serious situations and always encourage students to talk to their parent/guardian.
Examples where parents should be notified: Injury, significant loss of class time, student is clearly upset.
- Follow-up.

Training Plans

School:	Creslane Elementary School	Creswell Middle School	Creswell High School
Staff	Online training through Vector Solutions. Board Policy Review.	Online training through Vector Solutions. Board Policy Review.	Online training through Vector Solutions. Board Policy Review.
Students	Each student receives instruction with the health and SEL curriculum. The school counselor teaches all students a Bully Prevention Unit.	Students receive information as an integrated part of the CMS Health Curriculum as well as SEL Lessons. Staff reviews the student handbook with all students, as well as the bullying / harassment reporting form .	Students receive information as an integrated part of the CHS Health curriculum. Students have the ability to share concerns anonymously and are taught to use the online system during their advisory period. Students who prefer to use a paper concern form are able to get those from the main office and the library. Students were presented the opportunity to be a student mentor through Uplift .