

Bullying Policy

Notre Dame does not tolerate bullying behavior in our school or in activities sponsored by our school and parish.

"Bullying refers to intentional and generally unprovoked attempts by one or more individuals to inflict physical hurt and/or psychological distress on one or more victims. There must be an imbalance of physical or psychological power, with the bully actually being stronger or perceived to be stronger than the victim. The bullying may be direct, with face-to-face physical or verbal confrontations, or indirect, with less visible actions such as spreading rumors or social exclusion. Although a single attack on a victim if severe enough can be accurately described as bullying, the term more often refers to a series of negative actions that occur frequently over time." (Ross, D. 2003)*

Direct bullying/harassment can take many forms including but not limited to:

Teasing	Threats (subtle, implied)	Stealing	Taunting
Hitting	Vandalism	Hurtful Words	Pushing
Name Calling	Ganging Up		

Indirect bullying/harassment can take many forms including, but not limited to:

Crank phone calls	Rude Gestures	Missing Email	Gossip / Rumors
Text Messages	Exclusion	I-Writing	Cruel / Threatening Notes

Children often require adult assistance to stop acts of bullying or harassment. Parents, teachers, administrators, and students will work together to stop the threat of bullying. The cooperation of the entire Notre Dame community is vital to addressing this issue.

Any student, parent, or guardian of a student, who feels that a student has been bullied or harassed or who feels that they have witnessed incidents of bullying or harassment shall contact the building principal or any other staff member. Any staff member to whom an incident of bullying or harassment has been reported shall contact the principal or a school administrator immediately.

"Bullying Consequences"

When a teacher or administrator receives a complaint alleging that bullying has occurred arrangements will be made to interview each student involved at separate times. If it is determined that bullying has occurred; three steps will be taken by administration:

- 1.) Formulation of a written plan or behavior contract with the student who exhibited the bullying behavior.
- 2.) Communication with the parent regarding the incident and behavior expectations.
- 3.) Follow-up with the students involved to see how the plan is working.

If the bullying behavior continues after the initial intervention:

- Formal parent, teacher, and principal conference with the student
- Detention

If the bullying behavior continues:

- School Suspension
- Referral for Counseling

If the bullying behavior continues:

- The student will be asked to withdrawal from Notre Dame due to failure to comply with school policy.

*Ross, D. (2003). *Childhood Bullying, Teasing, and Violence: What School Personnel, Other Professionals, and Parents Can Do* (2nd ed.). Alexandria, VA: American Counseling Association.

I have read the Notre Dame policy on bullying and understand the consequences of bullying behavior.

Name

Date