

STUDENT ANTI-HARASSMENT AND BULLYING PREVENTION

Purpose:

To ensure that Khalsa School establishes and maintains a safe, caring and orderly school environment.

Scope:

All employees, volunteers, students and parents

Policy:

The safety and wellbeing of children is of paramount consideration. Khalsa School proactively safeguards students' physical safety, social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.

Procedures:

At Khalsa School we have high standards for personal conduct as it involves other people, our environment, and our work. We view the pursuit of appropriate conduct as a shared responsibility among students, parents, and staff members.

We expect all members of our school community to adhere to basic principles and to work together to keep everyone feeling safe and respected:

1. Refrain from bullying, intimidation, or harassment of any kind, for any reason.
2. Treat others with respect and kindness.
3. Intervene, if it's safe. Or tell someone who can.
4. Include instead of exclude or ignore.

Harassment

Harassment refers to behaviours, gestures, comments or displayed materials of a sexual, racial, gender-based, religious or personal nature that create an intimidating, hostile, or offensive educational learning environment. Claiming that an action was unintentional is no excuse, either legally or in our school setting.

Examples of Harassment:

- Unwelcome sexual suggestions, requests or comments
- Unwelcome touching or physical contact
- Staring at or making unwelcome comments about someone's body
- Comments or jokes that make fun of or belittle or insult people because of their gender, sexual orientation, gender identity, race, physical or mental ability
- Racist, sexist, publications or graffiti, including online distribution
- Any unwelcome behaviour, such as starting rumors that are degrading or embarrassing
- Violent or threatening behaviour towards and individual or group

If a student has concerns about the nature of any physical contact or conduct by an adult employed by the school, fellow student, or by a member of the public, the student should immediately report this to the principal, assistant principal, or school counselor. Students are encouraged to report any conduct or contact that makes them feel uncomfortable, is bothersome, or is contrary to a stable learning environment. Formal disciplinary action may include but are not limited to suspension or expulsion. A record of offences will be kept.

Bullying

Bullying is a willful and deliberate act of physical, verbal, or relational aggression that involves an abuse of power and the intent to hurt.

Bullying can take on many forms, including, but is not limited to:

Verbal:

- Persistent taunting or hurtful teasing of others with put-downs and name-calling;
- Mocking or ridiculing another person's ideas, appearance, abilities or work;
- Making offensive or degrading remarks or claims about another's culture, gender, sexual orientation, gender identification, abilities, religion or social background;
- Spreading false and malicious rumours or gossip;
- Uttering sexually suggestive or sexually abusive comments;
- Forcing others to do something;
- Making threats, scaring or intimidating others, including behaviours such as extortion of money or possessions;
- Hurtful, offensive and/or threatening gestures, notes and graffiti;
- Intimidating or harassing messages delivered through any communication media including online or electronic messages -i.e. cyberbullying.

Physical:

- Any form of physical violence such as hitting, slapping, biting, choking, pulling, pushing, scratching, tripping, kicking, pinching and spitting;
- Unwanted physical contact such as touching;
- Interfering with, taking, or damaging the belongings of others. Relational:
- Ignoring, rejecting, isolating, or excluding others;
- Shunning others which involves both exclusion and rumour spreading;
- Purposefully manipulating and/or ruining relationships.

Students engaged in behaviours that interfere with the general welfare of students, the learning environment, or that reflect negatively on the school and its values, may be subject to disciplinary action even if this behaviour occurs off school property and at any time including

evenings, weekends, or school holidays. Consequences will depend on the severity and frequency of the incident(s) and may include parental notification, suspension from school activities and classes, counselling, involvement of the police, suspension, or expulsion. The student's age, maturity, special needs and special circumstances will be taken into account when determining consequences.

If a non-extreme bullying incident occurs, the perpetrator(s) will meet with a school coordinator or principal, and a letter pertaining to the said incident will be forwarded to parents. If a second incident occurs, the perpetrator(s) parents will be asked into the school and advised that if any further bullying occurs the student may be asked to leave the school. Upon a third incidence of bullying, either a safety plan or exit plan will be developed at the discretion of administration. Khalsa School will act in a judicious manner to take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of the policy.

Khalsa School participates in the ERASE Bully program. <http://www.erasebullying.ca/>

Equipping Students with Skills that ensure Harassment and Bullying Prevention

All Khalsa School students are given an introductory welcome presentation to the school which outline their rights:

- To be safe
- To belong
- To learn
- To be respected

Alongside all of their rights, their responsibilities are also outlined.

The code of conduct is published in student agendas, is listed on our website and it is in our policy manual. It is constantly reiterated to students and students are held accountable to it.

Through the adoption of the new curriculum, a focus on core competencies teaches students skills to deal with harassment and bullying situations. Students are encouraged through role play, conflict resolution practice in courses such as English/Language Arts, Social Studies, Humanities at the secondary school level, etc. to develop the necessary skills for successful peer interactions.

VTRA FAIR NOTICE:

Khalsa School is committed to creating and maintaining school environments in which students, staff, parents/guardians/caregivers and others feel safe. Schools cannot ignore any threat of violence.

What is a threat?

- An expression of intent to do harm or act out violently against someone or something.
- May be verbal, written, drawn. Posted on the internet or made by gesture. Duty to report

• To keep school communities safe and caring, staff, parents/guardians/caregivers, students and community members must report all threat-related behaviours to the school principal.

What is the purpose of a Student Threat Assessment?

- The purposes of a student threat assessment are:
- Ensure and promote the emotional and physical safety of students, staff, parents, the student making the threat, and others.
- Ensure a full understanding of the context of the threat.
- Understand the factors contributing to the threat maker's behaviour.
- Be proactive in developing an intervention plan that addresses the emotional and physical safety of the threat maker.
- Promote the emotional and physical safety of all.

What behaviours warrant a Student Violence Threat Risk Assessment to be initiated?

- A student threat assessment will be initiated for behaviours including, but not limited to:
- Serious violence with intent to harm or kill.
- Verbal/written threats to harm/kill others (clear, direct, and plausible).
- Online threats to harm/kill others.
- Possession of weapons (including replicas).
- Bomb threats (making and/or detonating explosive devices).
- Fire Starting.
- Sexual intimidation or assault.
- Gang related intimidation and violence.

Important to keep in mind:

- Any threat must be reported to the school principal
- Investigation may involve the school counselor, the police, or other community agencies.
- Investigation may involve locker or personal property searches.

- Interviews will be held with the threat maker and other students or adults who may have information about the threat.
- Parents of students who are directly involved will be notified.
- Threatening behaviour may result in disciplinary action.
- An intervention plan may be developed for the student making the threat and a support plan developed for any individuals targeted by the threats.
- It is important for all parties to engage in the process. However, if for some reason there is a reluctance to participate in the process by the threat maker or parent / guardian, the VTRA process will continue in order to promote a safe and caring learning environment.

Collection Notice: Khalsa School is subject to the personal information privacy laws and will undertake the collection of this information in compliance with the requirements of such laws, including by limiting collection to information that is relevant and necessary to address a risk or threat and by ensuring that information is collected from publicly available open source social media sites. Khalsa School will not collect information as part of threat assessment unless there is reason to believe that a risk exists. Information collected as part of a threat assessment may be provided to law enforcement authorities in appropriate circumstances.