



**SECONDARY PARENT
INFORMATION:
Brevard Public Schools
Bullying/Harassment Policy**

What Parents Need to Know

Florida State Statute 1006.147

Also called The Jeffrey Johnston
“Stand Up for all Students Act”

Prohibits bullying or harassment to any student, school employee, volunteer, parent and/or school visitor.

Brevard Public Schools Bully/Harassment Policy

Our Board is committed to a safe, secure, positive, productive, and nurturing educational environment that is free from bullying or harassment of any kind for all of its students, employees, volunteers, parents and/or school visitors.



Is It Bullying or Normal Conflict?

The word bullying is overused to describe many situations, so we must first determine if the problem is bullying.

What is Normal Conflict?

- Conflict happens every now and then and are accidental or unplanned.
- Behaviors are not attention-seeking or about power and control.

What is Bullying?

- Harm occurs as the result of an intentional act, rather than the result of an accident.
- A power imbalance exists between the target and the bully.
(Real or imagined by the target)
- The bully enjoys carrying out the action.
- The bully repeats the behavior, often (if given a chance), in a systematic way.
- The target is hurt physically or psychologically and has a sense of being persecuted or oppressed.

-Source Olweus

Florida State Statute Definition of Bullying

Bullying means systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as unwanted repeated written, verbal, or physical behavior, including any threatening, insulting,...

Definition of Bullying continued...

...or dehumanizing gesture, by an adult or a student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; to cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation.

Bullying may involve, but not limited to:

- (Unwanted) teasing
- Social exclusion
- Threats
- Intimidation
- Stalking
- Physical violence
- Theft
- Public humiliation
- Sexual, religious, or racial/ethnic harassment
- Damaging or destruction of property
- Placing a student in reasonable fear of harm to his/her person or property
- Cyber-bullying
- Cyber-stalking

Characteristics of Bullying/Harassment

Repeated

(Note :A severe one time incident may still meet the definition of bullying)

Imbalance of Power

Purposeful

What is Harassment?

- Any threatening, insulting or dehumanizing gesture, use of data or computer software, written, verbal, or physical contact
- Has the effect of interfering with the student's education and the orderly operation of the school

What is Harassment continued...

- Places a student or school employee in reasonable fear of harm to his or her person or damage to his or her property
- Has the effect of substantially interfering with a student's educational performance, opportunities, or benefits
- Has the effect of substantially disrupting the orderly operation of a school

What is Cyber-bullying?

- Harassments, insults, threats, name-calling, etc.
- Provoking fights
- Gossiping, spreading rumors, etc.
- Pretending to be someone else

Cyber-bullying also includes:

- Forwarding private messages or pictures
- Adding details to someone's profile
- Setting up fake websites or profiles
- Bully-boards used to mock or degrade others
- Ratings or voting competitions

Tools for Cyber-bullying:

- Cell phones; text messages; cell phone photos
- Instant message; email
- Online games
- Chat rooms; blogs
- PlayStation
- Profile pages
- Facebook
- Sony PlayStation 3 & Xbox Live 360
- Fake websites
- Webcams; video cameras; digital cameras

***NEW* Addition Regarding Cyber-bullying**

No matter where or what computer is used, when a student uses it to bully/harass a student and/or school based adult, if reported, disciplinary sanctions must be taken by the school administrator.

Definition of Teen Dating Violence and Abuse

- A pattern of emotional, verbal, sexual, or physical abuse is used by one person in a current or past intimate relationship to exert power and control over another when one or both of the partners is a teenager.
- Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse.
- The abusive partner uses this pattern of violent and coercive behavior to gain power and maintain control over the dating partner.

Warning Signs of a Teen Involved in Dating Violence or Abuse

- Withdrawn
- Secretive/Isolated
- Spending all time with partner
- Unexplained injuries
- Alcohol/drug abuse
- Making excuses
- Uncontrolled anger

What To Tell Your Teen To Do if He/She is Being Bullied/Harassed or Abused

- Tell the offender to stop.
- Walk away.
- Seek help from a trusted adult.
- Report immediately!

How To Respond To Your Teen About a Conflict/Bullying

- Respond calmly if they report a conflict.
- Help them calm down and question them to find out if it is a conflict or has increased to bullying.
- If it is teen dating violence, report to law enforcement immediately.



When Your Child Reports To You

Tell them you are glad they came to you and get the details of the incident.

What happened first?

What happened next?

Who else was there?

What did they do?

Where did it happen?

When did it happen?

Your Child's Report Continued...

If you think bullying has occurred, complete a parent or have your teen complete the student reporting form found on the BPS website parent portal.

Whether the situation is or is not bullying, the critical issue is to resolve the problem and empower your teen.

How to Approach the School

Call the school and make an appointment with the appropriate person.

Remain Calm.

Have as many facts as possible and a completed bully report form, if appropriate.



School Response to Bullying

Once the parent's/student's reporting form has been submitted, school staff have 15 school days to complete the investigation.

Schools will address the issue of safety with you and your child.

Anti-Bully Strategies

- Help develop talents and positive attributes in your child.
- Encourage your child to make contact with friendly students.
- Help your child put the conflict in perspective and not take it personally.
- Teach your child safety strategies.
- Nurture a positive self view.

Teach Your Child How To Be a Positive Bystander

- Help solve the conflict
- Get adult help
- Call the victim over
- Show disapproval
- Show empathy
- Stand up and speak out

How Students Report

- **Verbal**: In-person reporting
- **Written**: BPS Bullying/Harassment/Teen Dating Violence and Abuse Reporting Form - Secondary/Adult located on the Brevard Public Schools Website Parent Portal
- **Anonymous**: Bully Box, Speak Out Hotline (1.800.226.7733), school-based website if applicable

Incident Reporting and Immunity

- **GOOD FAITH** – Anyone making a report in good faith is immune from cause of action/damages. It will NOT affect employment, grades, learning/working environment or assignments.
- **False Reporting will result in** consequences, and appropriate remedial action will apply.

Actions Taken for Students Who Violate the Bully Policy

- Counseling
- Safety Plan
- Stay Away Plan
- Letters / phone calls to parents of both the offender and the victim
- Suspension
- Expulsion
- Reported to law enforcement



Support Available for Students Who are Targets of Bullying

- Counseling
- Safety Plan
- Social Skills Training

Consequences for Parents, Visitors/Volunteers Who Violate the Bully Policy


- Determined by the school administrator
- Trespaced
- If applicable, reported to appropriate law enforcement agency

Ways Parents of Secondary Students Can Help

- Remain proactive and reinforce respectful behavior.
- Let them know that bullying/harassment and teen dating violence and abuse is disrespectful, unacceptable, and can be dangerous.
- Tell them hazing is illegal, humiliating, and can be life threatening.
- Tell them sexual harassment is illegal.

More Information to Tell Your Teen

- Misbehavior on the basis of race, ethnicity, religion, disability or sexual orientation is a form of bias or hate and cannot be dismissed as teasing.
- Hate-motivated behavior often leads to hate crimes and are punishable by law.



How Can Parents of Secondary Students Prevent Bullying?

- Model speaking and acting in respectful ways to solve problems.
- Discuss bullying behaviors and how hurtful it can be.
- Make behavioral expectations clear and consistent when siblings/peers engage in hurtful teasing and bullying.
- Help teens understand the meaning of friendship.
- Urge teens to report bullying.

Talk To Your Teen About Being with Friends and Knowing Which Friends They Can Count On

- Encourage your teen to develop healthy relationships and to not hang out with other teens who make them feel badly about themselves.

We Encourage All Parents To:

- Know the school rules, expected behaviors and consequences of bullying/harassment/teen dating violence and abuse.
- Participate at school, offer services and attend school-sponsored activities.
- Communicate regularly with teachers.
- Report bullying/harassment/teen dating violence and abuse behavior immediately.
- Ask for and accept the school's help whether your youth is a target, an offender, or a bystander.



Remember...

**You Are Your Teen's Most
Important Teacher**