



St. Rose School

CHELSEA, MA

Outline of Bullying Prevention and Intervention Plan

I. Underlying Beliefs

- We believe that all people are made in the image and likeness of God, and have inherent dignity.
- We believe that we should treat others the way we would like to be treated.
- We believe that all students have a right to a safe learning environment.

II. Commitments

- We commit to taking specific steps to create a safe, supportive environment for vulnerable populations in the School community, and providing all students with the skills, knowledge, and strategies to prevent or respond to Bullying.
- We commit to zero tolerance for unlawful or disruptive behavior, including any form of Bullying or Retaliation, in our School, on School Grounds, or in School-related activities.
- We commit to promptly investigating all reports and complaints of Bullying and Retaliation and taking prompt action to end that behavior and restore a sense of safety to all students.
- We commit to working with parents and community partners to make this plan comprehensive and maximize its effectiveness.

III. Definitions

“Aggressor”: a student who engages in Bullying or Retaliation.

“Bullying”: the repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at a Target that:

- causes physical or emotional harm to the Target or damage to the Target’s property;
- places the Target in reasonable fear of harm to him/herself, or of damage to his/her property;
- creates a Hostile Environment at School for the Target;
- infringes on the rights of the Target at the School; or
- materially and substantially disrupts the education process or the orderly operation of the School.



The “kid-friendly” version of this definition that we are using at school is:

- A bully is someone who hurts or scares you on purpose. Bullies use words or actions to make other kids afraid or to hurt their feelings. They might try to do it over and over again, and they might try to get other kids to join them. However it happens, it is wrong. If you see it happening, tell a caring adult right away.

For the purpose of this Plan, whenever the term “Bullying” is used it is to denote either Bullying or Cyber-Bullying (as defined below).

“Cyber-Bullying”: Bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence

of any nature transmitted in whole or in part by a: wire, radio, electromagnetics, photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.

- Cyber-Bullying shall also include the creation of a web page or blog in which the creator assumes the identity of another person or knowingly impersonates another person as author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of Bullying.
- Cyber-Bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of Bullying.

“Hostile Environment”: a situation in which Bullying causes the School environment to be permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive to alter the conditions of the student’s education.

“Retaliation”: any form of intimidation, reprisal, or harassment directed against a student who reports Bullying, provides information during an investigation of Bullying, or witnesses or has reliable information about Bullying.

“School Grounds”: property on which the School building is located or property that is owned, leased or used by the School for a School-sponsored activity, function, program, instruction or training.

“Staff”: educators, faculty, administrators, counselors, School nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, support staff, and paraprofessionals.

“Target”: a student against whom Bullying or Retaliation has been perpetrated.

IV. Procedure for Reporting Bullying or Retaliation

- Reports of Bullying or Retaliation may be made by Staff, students, parents or guardians, or others, and may be oral or written. Oral reports made by or to a Staff member shall be recorded in writing. A School Staff member is required to report immediately to the Principal any instance of Bullying or Retaliation the Staff member becomes aware of or witnesses. Reports made by students, parents or guardians, or other individuals who are not School Staff members, may be made anonymously, but the School expects all members of its learning community who witness or become aware of instances of Bullying or Retaliation involving a student to report it to the Principal. Reports may be mailed to the School at 580 Broadway, Chelsea, MA 02150, delivered in person, delivered over the telephone by calling the school at (617) 884-2626, or delivered via email by sending an email to the Principal.

V. Procedure for Responding to Reports of Bullying or Retaliation

- The Principal will take necessary steps to ensure the safety of the alleged Target as well as any witnesses to the reported incident.
- The Principal (with the assistance of designated School staff members when appropriate) will conduct an investigation to determine whether or not the reported incident is Bullying or Retaliation, including but not limited to interviews with alleged Target, Aggressor, and any witnesses. During these interviews, the

Principal will remind the Aggressor that Retaliation of any kind will not be tolerated and will result in disciplinary action.

- The Principal will promptly notify the parents/guardians of the Target and Aggressor about the incident, the results of the investigation, and any disciplinary action to be taken. In compliance with Federal and Massachusetts privacy laws, details of disciplinary action taken may only be given to the Aggressor's parents about their own child. Whenever possible, disciplinary action will be accompanied by counseling, social skills-building instruction, and/or behavior plans in order to not only hold students accountable, but also to teach them appropriate behavior.
- The Principal may consult with local law enforcement officials and/or the General Counsel for the Archdiocese of Boston if appropriate.
- The Principal will maintain confidentiality to the extent possible throughout the investigative process.
- The Principal will maintain a written record of the investigation.
- The Principal will make a determination based upon all of the facts and circumstances. If, after investigation, Bullying or Retaliation is substantiated, the Principal will take steps reasonably calculated to prevent recurrence and to ensure that the Target is not restricted in participating in School or in benefiting from School activities.
- The Principal will consult with other sources, including but not limited to classroom teachers, the Student Support Team, the guidance counselor, parents/guardians, and community partners in order to determine what steps should be taken to restore a sense of safety and security to all students.

VI. Helpful Resources

- Peacebuilders Bullying Prevention & Character Education

www.peacebuilders.com

- Second Step Violence Prevention Curriculum

www.cfchildren.org

- Massachusetts Aggression Reduction Center (MARC)

<http://webhost.bridgew.edu/marc>

- Stop Bullying Now!

<http://stopbullyingnow.hrsa.gov/kids>

- Olweus Bullying Prevention

www.olweus.org

