



HARASSMENT AND BULLYING PREVENTION POLICY

RATIONALE

The safety and well-being of children in the Gwa'sala-'Nakwaxda'xw School is of paramount consideration. Children deserve to be protected from abuse, neglect, bullying, harm or threat of harm. Therefore, the Gwa'sala-'Nakwaxda'xw School will ensure that children will experience an orderly learning environment that enables every child to feel safe, accepted and respected.

Definition

Bullying and harassment includes any inappropriate conduct or comment by a person towards another individual that the person knew or reasonably ought to have known would cause that individual to be humiliated or intimidated. It can be related to unwelcome or objectionable conduct or comment that would be considered discriminatory under the Human Rights Code, if the conduct or comment was in respect of any of the following prohibited grounds:

- race
- gender identity
- political belief
- conviction for an offence
- sex
- colour
- religion
- ancestry
- age
- physical disability
- marital status
- place of origin (birthplace)
- sexual orientation
- mental disability
- family status

Bullying and harassment includes complaints that are not based on the prohibited or protected grounds set out in the Human Rights Code, but on other forms of mistreatment, that has the purpose or effect of intimidating or isolating an individual.

Examples of conduct or comments that might constitute bullying and harassment include:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racial	taunts, graffiti, gestures
Sexual/Homophobic	unwanted physical contact or sexually abusive comments because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet ,such as email and internet chat room
misuse	
facilities	Misuse of associated technology , i.e. camera and video

POLICY

Bullying and harassment are not only school disciplinary matters but are illegal under Canadian law. So is victimization of those who report bullying. Bullying and harassment can occur wherever people work or play together.

Sometimes people do not realize that their behaviour can be harmful and unfair to others, and also against the law.

Procedures

In all cases of bullying/harassment:

- Report bullying/harassment incidents to staff
- In cases of serious bullying/harassment, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying/harassment behaviour or threats of bullying must be investigated and the bullying/harassment stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Consequences

The severity and frequency of unacceptable conduct as well as the age, maturity and individual needs of students are considered when determining appropriate disciplinary action. The Gwa'sala-'Nakwaxda'xw School sets the following expectations for characteristics of consequences:

- Responses to unacceptable conduct should be pre-planned, consistent, logical and fair
- Disciplinary action should be preventative and restorative
- Serious and/or repeated misconduct may result in suspension from the school
- Whenever possible, students should be encouraged to participate in the development of meaningful consequences for violations of the code of conduct

Notification

School officials have a responsibility to advise other parties of serious breaches of the code of conduct.

For example:

- Parents of student offender(s) – in every instance
- Parents of student victim(s) – in every instance
- School Officials (Band Manager and Band Council Education Committee) – when suspensions or expulsions happen
- All parents – when deemed to be important to reassure all members of the school community that school officials are aware of a serious situation or incident and are taking appropriate action to address it

Rising Expectations

It is our expectation that as students mature and progress through the grades that they will, in most cases, be capable of greater responsibility and self-discipline and therefore it is appropriate to have escalating consequences for inappropriate and repeated unacceptable behaviours. Conduct expectations for students in the primary grades may be very different than what we would expect of a student in Grade 7 at the same time being aware of the developmental age of students

Returning to School After Suspension

Suspended students must return to school after the suspension is over. While a program for suspended students must be offered, students do not have to participate in program to return to school.

For students returning from a suspension lasting more than three school days, the principal will hold a re-entry meeting with the teacher, student and, the student's parent(s)/guardian(s), a representative from band council and an elder to:

- Make the student's transition back to school easier

- Identify any extra academic or other supports to promote positive behaviour the student may need when returning to school

Community agencies that have been working with the student are also encouraged to attend the re-entry meeting.