

# Bullying Behavior

"Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending himself or herself."

(All infractions will be recorded in JMC)

<b>Physical Bullying</b> Harm to someone's body or property (not all inclusive)		<b>Social/Emotional Bullying</b> Harm to someone's self – esteem, feeling of safety, or group acceptance (not all inclusive)	
<b>Nonverbal</b>	<b>Verbal</b>	<b>Nonverbal</b>	<b>Verbal</b>
<b>Level ONE</b>			
<ul style="list-style-type: none"> <li>• Make threatening gestures</li> <li>• Push/shove</li> <li>• Take items from others</li> <li>• Kicking</li> <li>• Scratching</li> </ul>	<ul style="list-style-type: none"> <li>• Expressing physical superiority</li> <li>• Name calling</li> <li>• Teasing</li> <li>• Put downs</li> <li>• Mimicking</li> </ul>	<ul style="list-style-type: none"> <li>• Insulting gestures, (dirty looks, holding nose, saving seats to exclude someone, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Insulting remarks</li> <li>• Calling names</li> <li>• Disrespect of others' possessions, clothes, physical appearance, relationships with boys/girls, etc.</li> <li>• Gossiping</li> </ul>
<b>Level TWO</b> (Some of these behaviors are against the law)			
<ul style="list-style-type: none"> <li>• Damaging property</li> <li>• Stealing</li> <li>• Fighting or Assaulting</li> <li>• Biting</li> </ul>	<ul style="list-style-type: none"> <li>• Threatening physical harm</li> </ul>	<ul style="list-style-type: none"> <li>• Intentionally excluding someone from a group</li> <li>• Defacing school work or other personal property such as clothing, locker or books</li> </ul>	<ul style="list-style-type: none"> <li>• Starting or spreading rumors</li> <li>• Insulting family</li> <li>• Insulting your size, intelligence, athletic ability, or other characteristics</li> <li>• Slander</li> </ul>
<b>Level THREE</b> (Most of these behaviors are against the law)			
<ul style="list-style-type: none"> <li>• Destroying property</li> <li>• Physical cruelty</li> <li>• Acting in a violent, threatening manner</li> <li>• Assaulting with a weapon</li> </ul>	<ul style="list-style-type: none"> <li>• Extortion (such as taking money or valuables)</li> <li>• Threatening to keep someone silent: "If you tell, it will be a lot worse!"</li> <li>• Demanding something by threats</li> </ul>	<ul style="list-style-type: none"> <li>• Intentionally embarrassing or humiliating another student (Social network means included)</li> <li>• Destroying personal property, such as: clothing, books, and jewelry</li> </ul>	<ul style="list-style-type: none"> <li>• Enforcing total group exclusion against someone by threatening others if they don't comply.</li> <li>• Telling victim to kill self</li> </ul>

# Bullying Consequences

"Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending himself or herself."

(All infractions will be recorded in JMC)

1 <sup>st</sup> Time	2 <sup>nd</sup> Time	3 <sup>rd</sup> Time
<b>Level ONE</b>		
<ul style="list-style-type: none"> <li>● Verbal warning by staff</li> <li>● Follow up with all students/staff involved in incident</li> </ul>	<ul style="list-style-type: none"> <li>● Student sent to office</li> <li>● Student contacts parents with principal</li> <li>● Student has *reduced privileges</li> <li>● Student completes Cardinal Character Form</li> <li>● Follow up with all students/staff involved in incident</li> </ul>	<ul style="list-style-type: none"> <li>● Possible ISS or OSS</li> <li>● Conference held with student, parent, and principal</li> <li>● Student completes Cardinal Character Form</li> <li>● Follow up with all students/staff involved in incident</li> </ul>
<b>Level Two</b>		
<ul style="list-style-type: none"> <li>● Automatic Level 1 - 2nd Offense Consequence</li> <li>● Law Enforcement may be notified</li> </ul>	<ul style="list-style-type: none"> <li>● Automatic Level 1 - 3rd Offense Consequence</li> <li>● Law Enforcement may be notified</li> </ul>	<ul style="list-style-type: none"> <li>● Automatic Level 1 - 3rd Offense Consequence</li> <li>● Law Enforcement may be notified</li> </ul>
<b>Level Three</b>		
<ul style="list-style-type: none"> <li>● Automatic Level 1 - 3rd Offense Consequence</li> <li>● Law Enforcement may be notified</li> <li>● Possible Expulsion</li> </ul>	<ul style="list-style-type: none"> <li>● Automatic Level 1 - 3rd Offense Consequence</li> <li>● Law Enforcement may be notified</li> <li>● Possible Expulsion</li> </ul>	<ul style="list-style-type: none"> <li>● Automatic Level 1 - 3rd Offense Consequence</li> <li>● Law Enforcement may be notified</li> <li>● Possible Expulsion</li> </ul>

# Harassment/Sexual Harassment Behavior

"Harassment means any electronic, written, verbal, or physical act or conduct toward a student based on the individual's actual or perceived age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status that creates an objectively hostile school environment..."

"Sexual Harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature."

## Harassment/Sexual Harassment (These behaviors may be against the law)

- Causing physical and/or emotional harm to someone because of race, color, religion, ethnicity, gender, disability, or sexual orientation (electronically or otherwise)
- Making graphic threats against race, color, religion, ethnicity, gender, disability or sexual orientation
- Writing with a bias against race, color, religion, ethnicity, gender, disability or sexual orientation
- Harassing in the form of "cyberbullying" (i.e. text messaging, IM, computer threats, etc.)
- Unwelcome sexual advances
- Making sexual gestures
- Making sexual comments/requests

## 6 – 8 Harassment/Sexual Harassment Consequences

Harassment/Sexual Harassment		
1st Time	2nd Time	3rd Time
<ul style="list-style-type: none"> <li>• Student sent to the office</li> <li>• Call parent with principal</li> <li>• Reduced Privileges</li> <li>• Follow up with all students/staff involved in incident</li> <li>• Law Enforcement may be notified</li> <li>• Some behaviors may warrant 2<sup>nd</sup>/3<sup>rd</sup> time Consequences even though 1<sup>st</sup> time reported.</li> </ul>	<ul style="list-style-type: none"> <li>• Student sent to office</li> <li>• Call parent with principal</li> <li>• Student has ISS</li> <li>• Student completes Cardinal Character Form</li> <li>• Follow up with all students/staff involved in incident</li> <li>• Law Enforcement may be notified</li> <li>• Possible Expulsion</li> </ul>	<ul style="list-style-type: none"> <li>• Student sent to office</li> <li>• ISS or OSS (Days may vary)</li> <li>• Conference held with student, parent, and principal</li> <li>• Student completes Cardinal Character Form</li> <li>• Follow up with all students/staff involved in incident</li> <li>• Law Enforcement may be notified</li> <li>• Possible Expulsion</li> </ul>

**Definitions:**

**Reduced privileges** - Students are away from peers during unstructured times: breakfast, lunch, Card Pride (Fun Days), and possible detention which may include no participation in sports or other extra-curricular activities. (# of days is up to the principal)

**In-School Suspension (ISS)** - Students will spend a school day in the principal's office.

**Out-of-School Suspension (OSS)** - Student is sent home under parental supervision.