



ANTI-BULLYING PLAN

Martha B. Day School & Samuel R. Donald; Bloomingdale, NJ (PreK to grade 4)

DEFINITION:

Bullying is physical or psychological actions by an individual or a group that are aimed at hurting or intimidating another individual or group. It is sometimes called harassment.

PURPOSE:

In the belief that MBD and SRD Schools provide a safe and supportive learning environment we endeavor to

- Promote the right of all students of the school, working within the school, to have an environment free from bullying and harassment
- Eliminate bullying and harassment

A. Student Behavioral Expectations:

At MBD and SRD Schools it is intolerable for a student or group of students to:

- Bully or harass any student or group of students
- Bully or harass any visitors to the school premises
- To request, instruct, induce, encourage, authorize or assist another to bully or harass

B. Consequences and Appropriate Remedial Actions for a Person Who Commits an Act of Harassment, Intimidation or Bullying:

Bloomingdale Elementary School administrators will consider the following factors when deciding on a consequence for students who commit acts of bullying and/or harassment: The developmental and maturity levels of the parties involved, the levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged incidents occurred, and past history of the parties involved. A determination of which consequence will be imposed will only be made after all of the facts and surrounding circumstances are taken into consideration.

Consequences and appropriate remedial action may be one or more of the following:

- Students reported for a *first incidence* will be counseled and their name placed on record in an anti-bullying book.
- Students reported for a *second incidence* will be counseled, given detention of up to half of recess and/or lunchtime and have their parents notified.
- Students reported for a *third incidence* will be assigned a half day in-school suspension and a mandatory meeting will be arranged with the parent or guardian. Outside support agencies and parental tips on remediation at home will be provided.
- Severe breaches of the anti-bullying policy will result in further disciplinary action and a referral to the Superintendent of Schools.

For Bystanders:

The school administrators and/or school counselor will interview all bystanders for the purpose of collecting important witness information.

C. Support Plan for Targets of Harassment, Intimidation, or Bullying:

Martha B. Day School and Samuel R. Donald Schools are committed to providing a safe and caring learning environment for our students. We plan to conduct a year long classroom guidance program for all students utilizing **The Bully Free Classroom** by Dr. Allan L. Beane. Teachers and staff have been provided prevention and intervention strategies to create a safe bully free classroom and school environment. The principals have been trained to provide educational material and moral support to the victim and his/her parents.

D. Reporting Procedures for Staff and Students:

The administrators are responsible for receiving complaints alleging violations of this policy. All employees are required to report alleged violations of this policy to the administration. All other members of the school community, including students, parents, volunteers and visitors, are encouraged to report any act that may be a violation of this policy. The reporting party is encouraged to use the report form available from the principal. Oral reports also shall be considered official reports. Reports may be made anonymously, but disciplinary action may not be based solely on the basis of an anonymous report.

E. Investigation Procedures:

The administrators are responsible for determining whether an alleged act constitutes a violation of this policy. Therefore, the administrator will conduct an immediate, thorough and complete investigation of the alleged incident.

F. Prohibition of Reprisal or Retaliation and Consequences and Appropriate Remediation for a Person Who Engages in Similar Behavior:

The Bloomingdale School District prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation, or bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation will be determined by the administrator after consideration of the nature and circumstances of the act, in accordance with case law, federal and state statutes and regulations and district policies and procedures.

G. Consequences and Appropriate Remedial Action for a Person Found to Have Falsely Accused Another As a Means of Harassment, Intimidation, or Bullying:

Students reported who have been found to have falsely accused another as a means of harassment, intimidation or bullying, will be counseled, given positive behavioral strategies and may receive a consequence or remedial action. Consequences and appropriate remedial action for a school employee shall be determined by the school administrator after consideration of the nature and circumstances of the act, including reports to appropriate law enforcement officials.

H. Establishment of Bullying Prevention Training Programs:

Information regarding the district's policy against harassment, intimidation and bullying will be incorporated into the staff and student handbooks. Martha B. Day School and Samuel R. Donald Schools will continue to provide a supportive and safe environment which encourages positive relationships between students, peers and school staff. The school social worker will continue to provide material and lessons on bullying, tolerance and relationships in the school curriculum.

I. Strategy for Dissemination of School Anti-Bullying and Anti-Harassment Plan:

This policy will be sent home annually to all school staff, students and parents, along with a copy of the letter from the Bloomingdale Board of Education, outlining the plan. The plan will be included in the school student and teacher handbook.