

The Hamilton-Wentworth Catholic District School Board holds sacred the view that each child is created in the image of God, and that every person must be treated with respect and dignity. Every Catholic student has the right to be safe and to feel respected in and around the school. Incidences of bullying result in a negative atmosphere, which contradicts the image of God in each child and promotes disrespect and unkindness among students.

## 2. DEFINITION – BULLYING BEHAVIOUR

**As per subsection 1(1) of the Education Act “bullying” means aggressive and typically repeated behaviour by a student where,**

- (a) the behaviour is intended by the student to have the effect of, or the student ought to know that the behaviour would be likely to have the effect of,**
  - (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual’s reputation or harm to the individual’s property, or**
  - (ii) creating a negative environment at a school for another individual, and**
  
- (b ) the behaviour occurs in a context where there is a real or perceived power imbalance between the student and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education.**

**Bullying behaviour includes the use of any physical, social, verbal, electronic, written or other means.**

## POLICY AGAINST BULLYING BEHAVIOUR

S.M.15

**PROCEDURES**

## 1. BULLYING PREVENTION AND AWARENESS RAISING PROGRAMS

- (i) The Hamilton-Wentworth Catholic District School Board expects the staff in each of its elementary and secondary schools to implement activities and programs designed to prevent the occurrence of bullying.

Prevention strategies include but are not limited to:

- strict adherence to the Board's Student Discipline Policy/Procedures and the Code of Student Conduct and Discipline **and the Provincial Code of Conduct;**
- a focus on the development of healthy social relationships through an emphasis on relevant components of the Religious Education Program of the Board;
- involvement in Community/Board mentoring and other character development programs;
- implementation of **such** bullying prevention programs which have been endorsed by the Board **including but not limited to:**
  - Peer Mediation,
  - Roots of Empathy,
  - Second Step Violence Prevention Program,
  - **Student leadership initiatives,**
  - **Anonymous school climate surveys of students, staff and parents every two years.**

## 2. INTERVENTION STRATEGIES

- (i) The Hamilton-Wentworth Catholic District School Board, **in compliance with PPM 145 (Progressive Discipline & Promoting Positive Student Behaviour)**, requires all staff members who observe or become aware of an incident of bullying behaviour to report it to the school principal/vice-principal for further investigation.
- (ii) The Hamilton-Wentworth Catholic District School Board **requires** students and parents/guardians who become aware of an incident of bullying behaviour to report it to the school principal/vice-principal for further investigation. Reprisals against those reporting incidences of bullying behaviour shall not be tolerated by the school

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## PROCEDURES cont'd

principal/vice-principal and shall result in consequences as determined by the Board's "Code of Student Conduct and Discipline".

- (iii) Upon learning about an alleged incident of bullying behaviour, the school principal or designate shall contact the parents/guardians of both the alleged aggressor and the victim, interview both students and thoroughly investigate the situation. The investigation may include interviews with students, staff and parents/guardians, review of school records and involvement of the Board's Student Services **Staff**. Depending on the results of the investigation, community legal, medical and social services agencies may become involved.
- (iv) Consequences for students who bully others shall depend on the results of the investigation as well as the guidelines provided by the "Code of Student Conduct". Depending on the severity of the incident, the school principal/vice-principal may also take appropriate action to ensure student safety. In all cases, however, the outcome will be guided by the principle of progressive discipline.
- (v) Appropriate counselling **or other supports** for victims and bullies as well as for students who have been affected by observing bullying shall be arranged through the **school and/or Board support staff**.
- (vi) **In the course of a typical day, there are many "teachable moments" when issues arise. Prompt intervention with a few moments of coaching and support at these critical times can help all students, including those who may be at risk, to develop the skills and understanding that they need to maintain positive relationships with others. Such interactions that students have with teachers, other school staff and fellow students, as well as with principals, vice-principals, their parents and others, can be used to help them improve their social skills.**

## 3. IN-SERVICE EDUCATION

- (i) The Hamilton-Wentworth Catholic District School Board will make available to its school administrators, teachers **support staff** and educational assistants in-service education workshops on bullying prevention and intervention as well as on cultural sensitivity, respect for diversity and special education needs. Educational

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## PROCEDURES cont'd

opportunities related to these topics will also be made available to all other school staff members as well as volunteers, school bus operators/drivers and crossing guards **upon request.**

## 4. COMMUNITY OUTREACH

- (i) The Hamilton-Wentworth Catholic District School Board will actively communicate its policies and procedures with respect to bullying prevention and intervention, including the definition of bullying, to students, parents/guardians, teachers and other school staff, **catholic** school councils, volunteers and school bus operators/drivers **through Board and school websites, student agendas and any other appropriate means.**
- (ii) The Hamilton-Wentworth Catholic District School Board will continue to partner with Community Agencies in bullying prevention initiatives.

## 5. MONITORING AND REVIEW

- (i) Superintendents will incorporate a review of school bullying prevention and intervention plans **in the annual review of school procedures on a school-by-school basis.**
- (ii) The Board's Safe School Review Team will monitor and review the state of bullying and bullying prevention **and intervention** programs throughout the Board on a regular basis.

## REGULATIONS

## Education Act

- **Section 170 (1) 7.2 – Programs, Interventions & Other Supports**
- Section 264 – Duties of Teacher.
- Section 265 – Duties of Principal.
- **Section 300 – Reporting to Principal**
- **Section 300.3 – Notifying Parents**
- Sections 306 – 309 – Suspension.
- Sections 310 – 314 – Suspension, Investigation and Possible Expulsion.

STUDENTS

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H-WCDSB  
POLICY  
MANUAL

POLICY AGAINST BULLYING BEHAVIOUR

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**Policy and Program Memorandum:**

- **128 – Provincial Code of Conduct and School Board Codes of Conduct (2012)**
- **144 – Bullying Prevention & Intervention (2012)**
- **145 – Progressive Discipline & Promoting Positive Student Behaviour (2012)**

**Bill 13 – Accepting Schools Act (2012)**

BM 01 Jun 04, 24 Jun 08, 05 Mar 13

RELATED BY-LAW(S): 7.02

RELATED BOARD COMMITTEE: Religion, Family Life & Instructional Services

POLICY REVIEW DATE: **Five (5) years**