

Dougall School Bullying Prevention and Intervention Plan

Dougall Dragons are committed to providing a safe, caring and inclusive environment for all students. We follow our mission statement daily and staff work hard to create an environment that builds, supports, respects and protects.

Daily, in the classroom and on the school yard, our staff at Dougall are engaged in actions to help prevent bullying at school.

What is Bullying?

Bullying means aggressive and typically repeated behaviour by a pupil where,

- a) the behaviour is intended by the pupil to have the effect of, or the pupil 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 pupil 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;
- b) For the purposes of the definition of "bullying" in subsection (1), behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyber-bullying - For the purposes of the definition, "bullying" in subsection (1) includes bullying by electronic means (commonly known as cyber-bullying), including, a) creating a web page or a blog in which the creator assumes the identity of another person; b) impersonating another person as the author of content or messages posted on the internet; and c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

Bullying Prevention and Intervention Week

The GECSB formally recognizes the 3rd week of November as Bullying Prevention and Intervention Week. However, Bullying Prevention and Intervention is on-going and year-round and is everyone's responsibility. This week-long event helps to increase education, awareness and outreach of bullying and inappropriate behaviour.

At Dougall School, we strive daily to:

- *Identify different types of bullying, including cyber-bullying.*
- *Understand the myths and realities of bullying behaviour.*
- *Identify bullying and differentiate bullying from rough play and conflict.*
- *Differentiate between teasing and bullying.*

- *Understand power and peer dynamics.*
- *Identify how biases, prejudice and hate can lead to bullying.*
- *Identify different manifestations and underlying factors of bullying, such as body image, racism, sexism, homophobia, and disability.*
- *Include positive culture and well-being goals in its school improvement planning.*
- *Develop awareness and understanding of the factors that contribute to a safe, caring and inclusive school climate.*
- *Identify ways to make students aware of how they can help prevent, address and report bullying.*
- *Seek student and parent/guardian voice in developing bullying prevention and intervention strategies.*
- *Identify strategies to engage parents in conversations about bullying and prevention and how to promote a positive school climate.*
- *Reach out to parents/guardians*

As a citizen of Dougall Public School, any form of abuse/violence is unacceptable. Harassment/bullying are part of the Safe Schools Policy. Some students believe that they are a “tattle tale” if they inform an adult of teasing/threats/harassment. There is a difference between “reporting” (letting us know someone is in trouble and needs help) and/or tattling. We have been working with our students to let them know we can help stop bullying with their help. Parents/guardians can help us by encouraging their child to report bullying so that we can address it. Internet bullying and threats that carry on to school will be dealt with following the safe school policy.

Under the Ontario *Human Rights Code* GECDsB’s [Human Rights Policy](#), and GECDsB’s Equity and Inclusive Education [Policy](#) and [Regulation](#), students and staff have the right to learn and work in a culture free from discrimination and harassment and where equity matters. The Board will not tolerate discrimination or harassment based on the protected human rights grounds. GECDsB staff must act to uphold human rights whether or not a complaint has been made. For information about human rights and responsibilities, please visit <https://www.publicboard.ca/humanrights/>

What Can Parents and Guardians Do?

Parents are responsible for working with the adults in their child’s life to teach children and youth that bullying is wrong and unacceptable. Work with your child’s teacher(s) if you are concerned. Home and school communication is one of the best ways to avoid such issues.