

## **WILLINGDON ANTI-BULLYING POLICY**

Willingdon School is committed to foster in all students and staff members, respect for themselves and for others in order to provide a safe, caring and inclusive learning environment. Therefore, Willingdon School will not tolerate any form of violence or bullying in any of its forms.

### ***Bullying and Violence are defined as follow in the Quebec Government's Bill 56, Section 22:***

"Bullying means any repeated direct or indirect behavior, comment, act or gesture, whether deliberate or not, including in cyberspace, which occurs in a context where there is a power imbalance between the persons concerned, and which causes distress and injures, hurts, oppresses, intimidates or ostracizes."

Violence means any intentional demonstration of verbal, written, physical or sexual force which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property.

As mandated by Bill 56, Willingdon has adopted and implemented a Safe School Action Plan that was approved by Governing Board and that will be revised annually.

The following are all considered act of bullying:

- Derogatory comments, racial, religious, or homophobic slur and name-calling
- Threats and intimidation (physical, verbal, or written)
- Intentional exclusion and humiliation
- Manipulation of another individual
- Any of the above actions committed via social media (Facebook, Twitter, Instagram)
- Physical violence
- Taxing and theft

The Safe School Action Plan outlines prevention measures to counter acts of bullying and violence. This is a process in which all stakeholders (teachers, parents, administration and support staff) hold responsibility. Furthermore, the action plan outlines reporting procedures as well as disciplinary measures, confidentiality measures and support measures related to an act of bullying or violence.

The reporting procedures are as follows:

- Students are encouraged to seek the help of a teacher, child care worker, lunch monitor or administrator when they need to report an incident of harmful behaviour.
- Staff members complete a reporting form to alert the administration to investigate and follow up promptly after an incident has occurred.
- Parents/guardians can report an incident to their child's teacher, school administrator or behaviour technician in person, with a direct phone call or by email.

Students involved directly or indirectly in any act of bullying or violence will be disciplined taking into account the severity and frequency of the act. Disciplinary measures can range from detention, suspension (up to 5 days), and communication with local authorities or placement in another school. Support measures, for any student who is a victim, a witness or a perpetrator of

bullying or violence, will be offered based on the resources available in the school and/or resources outside the school. A copy of the Safe School Action Plan is available on the school's website.