



# CARDINAL McCLOSKEY

## COMMUNITY CHARTER SCHOOL

### Anti-Bullying Policy

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, cyberbullying, harassment, and hazing of students and employees are against federal, state and local policy, and are not tolerated by Cardinal McCloskey Community Charter School (“CMCCS”). An act of bullying, by either an individual or group of people in the CMCCS is expressly prohibited on the school’s property or at school-related functions or transportation to or from school. This policy applies not only to individuals who directly engage in an act of bullying but also to individuals who, by their indirect behavior, condone or support another individual’s act of bullying. CMCCS is committed to protecting its students, employees, and applicants for admission from bullying, harassment, or discrimination for any reason and of any type. CMCCS and its Board believe that all students and employees are entitled to a safe, equitable, and harassment-free school experience. Bullying, harassment, violence, or discrimination will not be tolerated and shall be just cause for disciplinary action. CMCCS believes that standards for student behavior must be set cooperatively through interaction among the students, parents, guardians, staff, and the school’s community partners, producing an atmosphere that encourages students to grow in self-control. The development of this atmosphere requires respect for self and others, as well as for the community property on the part of students, staff, and community members. The standards of this policy constitute a specific, focused, coordinated, integrated, culturally sensitive system of supports for all students, staff, families and community agencies that will improve relations within CMCCS. Our staff have been trained and are supported in the school’s efforts to provide awareness, intervention training, and instructional strategies on prevention (including violence prevention) to each staff, parent, and student. We provide direct follow-up when incidents are reported and/or occur, which could include a referral to Child Protective Services and/or law enforcement as necessary to ensure the safety and wellbeing of all parties. We will abide by the Dignity for All Students Act (“DASA”). **All children have the right to attend school in a safe, welcoming, and caring environment. DASA specifically ensures this for New York State public school students.**

*The Dignity for All Students Act (“DASA”) was signed into law on September 13, 2010. The legislation amended State Education Law by creating a new Article 2, Dignity for All Students, and revising Section 801-a regarding instruction in civility, citizenship, character education, tolerance, respect for others, and dignity. It combats bias-based bullying, harassment, and discrimination in public schools, and includes awareness and sensitivity in the relations of people including individuals of different races, weights, national origins, ethnicity, religions or religious practices, mental or physical abilities, sexes, sexual orientations, gender identities or expressions.*

#### **Definition of Bullying**

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both children

who are bullied and who bully others may have serious lasting problems. The three main types of bullying are physical, verbal (direct and indirect) and relational.

In order to be considered bullying, the behavior must be aggressive and include:

- An imbalance of power: Children who bully use their power-such as physical strength, access to embarrassing information, or popularity- to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. This includes acts through the use of cell phones and other wireless devices.

### **Types of Bullying**

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
  
- Making mean or rude hand gestures

CMCCS recognizes that bullying is an inappropriate behavior that has destructive and negative effects on individual students and on the overall climate of the school. CMCCS believes that all students are entitled to a safe and secure learning environment; bullying works against the achievement of that goal. Bullying is a behavior that should never be tolerated. It is important that teachers, students, and parents take a stand against all bullying behaviors.

The CMCCS staff is committed to a policy that identifies and corrects those students who become involved in bullying behaviors. CMCCS expects that all students will refrain from becoming involved in

any bullying behaviors. Failure to comply with these expectations will result in disciplinary action. In addition, it is expected that all bystanders (third party witnesses) will refrain from supporting bullying behaviors in either an active or passive manor and will report bullying behaviors to the appropriate authorities.

Each year CMCCS staff will educate students in all grade levels to help them identify and respond to the dangers of bullying.

**Students who become involved in bullying will be subject to the following:**

- A student who is bullied by another student should contact the Director of Operations who is the point person or any adult (parent, teacher, or staff member). Likewise, a bystander should also contact an adult.
- If a second incident were to occur, the victim should address the bully and clearly inform him/her that the actions/words have been harmful and should be stopped. In addition, the victim should contact the same adult as contacted previously.
- In the unfortunate event of a third incident, the victim should report the bullying to the Head of School and have a parent complete the “Bullying Reporting Form” (a copy is attached to this policy and is available at the front office). The Head of School will investigate the incident once a complaint form has been submitted. Appropriate action will be taken against the bully including a “Cease and Desist Order.” Additionally, the Head of School will contact the parents of the “bully” to inform of the complaint being issued and the consequences for the actions. The victim will not need to prove that he/she was bullied; the bully will be expected to prove to the Head of School that he/she did not violate the policy. Be advised that false or misleading accusations against another student will result in consequences for the student who makes a false report.
- If a student defies the “Cease and Desist Order” and continues the bullying behavior, he/she may be suspended from school.

Nothing in this policy requires the affected student to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other CMCCS policies or building, classroom, or rules.

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy

**Staff who become involved in bullying will be subject to the following:**

If after an investigation, a Cardinal McCloskey Community Charter School employee is found to have violated this policy, the disciplining can result in termination of employment. The employee handbook addresses this matter in detail.

ADOPTED: 8/6/19

# Cardinal McCloskey Community Charter School

## Bullying Report Form

### General Statement of Policy Prohibiting Bullying

Bullying is hurtful and we do not tolerate it at our school. It can be hard to tell an adult about bullying. Some kids worry that they will be called a “tattletale.” Telling is not being a tattletale. Telling, which adults call reporting, is a good thing to do. If you or another student has been bullied or hurt, or you are worried that you or another student could be bullied or hurt in the future, tell a teacher or another adult at your school. The adults will help you.

You can fill out this form to tell school staff about bullying that has happened this school year. Once you’ve filled this out, give it to a teacher or take it to the office of the principal.

### About You

We know it can be scary to tell or “report” bullying, so you do not have to include your name on this form. However, a teacher or the principal may want to ask more questions about this, so including your name will help them look into the problem.

Name (optional): \_\_\_\_\_ Date: \_\_\_\_\_ I am  
(choose one):

Student \_\_\_\_\_ Parent/Guardian \_\_\_\_\_ Staff Member \_\_\_\_\_ Other: \_\_\_\_\_

### Tell Us What Happened

Student Who Was Harmed: \_\_\_\_\_ Grade: \_\_\_\_\_

Student(s) Who Did Harm: \_\_\_\_\_

When did it happen: \_\_\_\_\_

Where did it happen: \_\_\_\_\_

### Did the bullying include mean comments about you or your friends? What were the mean comments about?

\_\_\_\_ Size, weight or how you look      \_\_\_\_ Gender (because you are a boy or girl)  
\_\_\_\_ How well you do in school      \_\_\_\_ Skin color  
\_\_\_\_ Your religion or beliefs      \_\_\_\_ Other things

### What kind of bullying happened? Was it:

\_\_\_\_ **Physical**  
Acts such as hitting, spitting, kicking, or damaging your or another student’s possessions

\_\_\_\_ **Verbal**  
Saying mean or hurtful things or threatening you or another student

\_\_\_\_ **Social**  
Excluding you or another student from a group, telling other kids not to talk to you or another student

\_\_\_\_ **Emotional**  
Spreading mean rumors or lies about you or another student

\_\_\_\_ **Cyber/Online**  
Occurs on website or social media, by cell phone, email or text message

\_\_\_\_ **Other:**  
(Please describe)

**Please tell us what happened:**

*Enter details here; page will expand to fit your answer.*

**Did you see the event happen?** \_\_\_\_\_ Yes      \_\_\_\_\_ No

**Who else saw what happened? Write their names here:**

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**Was an adult nearby? Who?**

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I am turning in this form based on my belief that [write the name of the person on the line below

\_\_\_\_\_ hurt me or another person. I am reporting this because I am concerned and I want things to be better in the future.

Signature: \_\_\_\_\_

Reviewed by: \_\_\_\_\_ Date: \_\_\_\_\_