



## COLLINGWOOD SCHOOL

### **ANTI-BULLYING POLICY:**

Collingwood School believes in and upholds the right of every individual to live, work, and learn in an environment free from bullying and fear of discrimination or harassment or hazing. The diversity of the Collingwood community offers an opportunity to learn and practice understanding, tolerance, and compassion. Impinging on the well-being or the rights others is unacceptable.

#### **Collingwood School defines bullying as:**

A persistent pattern of unwelcome or aggressive behaviour that hurts others physically and/or emotionally.

For a situation to be considered a bullying incident, three indicators are usually present:

1. Power – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group
2. Frequency – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects
3. Intent to harm – children who bully generally do so with the intent to either physically or emotionally harm the other child

A person who shows bullying behaviour says or does something hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're asked to stop.

Examples of bullying may include repeated behaviours such as:

- Physical violence such as hitting or pushing at another student
- Discrimination or harassment
- Stealing, hiding, or damaging another students' property
- Using offensive names when addressing another student
- Teasing or spreading rumours about another student or their family
- Belittling another student's abilities and achievements
- Writing offensive notes or graffiti about another student
- Excluding another student from a group activity
- Ridiculing another student's appearance, way or speaking, or personal mannerisms
- Misusing technology (internet or cell phones) to hurt or humiliate another person

#### **Our Students will:**

Take reasonable steps to stop any incident of bullying, including reporting such incident to a teacher or administrator immediately.

**Our Faculty and Staff are encouraged to:**

Remain alert to signs of student distress and other indicators of bullying. They will investigate any suspected bullying behaviours and report appropriately to the Heads of House, Councillor or Division Head and then Dean of Students or Head of Campus.

**Definitions:****Discrimination**

All students and staff have the right to learn and work without discrimination. This means that people are not singled-out, excluded, or given preference based upon the prohibited grounds of discrimination in the BC Human Rights Code which include: “race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, gender identity or expression, age, sexual orientation, or political belief.”

**Harassment**

Harassment includes comments or conduct that is unwelcome or that offends another person. It may be one incident or a series of incidences, depending upon the situation. Examples of harassment include but are not limited to the following;

- Offensive comments, jokes or behavior that is intended to hurt or ridicules a person based upon one of the protected grounds (ex: race, colour, religion, sexual orientation, etc.)
- Inappropriate comments about an individual’s age, personal appearance, or weight

**Sexual Harassment**

Sexual harassment is a form of discrimination which is based upon sex. Some examples of sexual harassment include but are not limited to:

- unwanted touching
- making offensive jokes or remarks about women or men
- making sexual requests or suggestions
- staring at or making unwelcome comments about someone’s body
- showing sexual pictures or images
- being verbally abusive to someone because of gender

**Hazing**

Hazing is a term that has been defined as: Any potentially humiliating, degrading, abusive, or dangerous activity expected of individual(s) by a more senior individual(s), which does not contribute to either person’s positive experience or development, but is required to be accepted as part of a team or group regardless of the individual’s willingness to participate.

It’s about an initiation of a new member into a group where the person doesn’t feel that they can say “no” or “stop” and still be accepted into the group.