

Bullying and Harassment in Non-Employment Situations

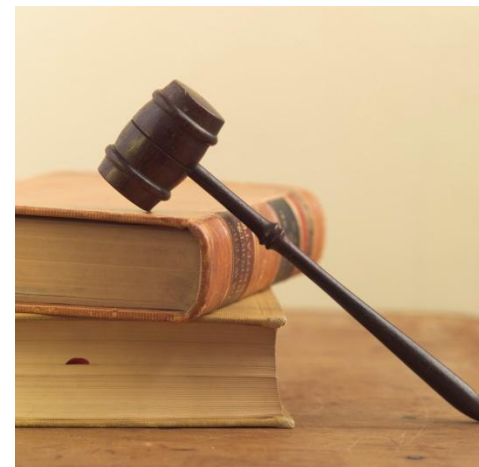
Office of Catholic Schools and Centers

2018



Brief History

- Across this nation, bullying and harassment have been an issue in the workplace and in schools
- Laws have been enacted to protect victims



Florida Law

Jeffrey Johnston Stand Up for All Students Act Written into law on April 30, 2008

- **Title XLVIII of the K–20 Education Code – Fs 1006.47**
- “Bullying” means systematically and chronically inflicting physical hurt or psychological distress on one or more students and may involve:
 - 1. Teasing;
 - 2. Social exclusion;
 - 3. Threat;
 - 4. Intimidation;
 - 5. Stalking;
 - 6. Physical violence;
 - 7. Theft;
 - 8. Sexual, religious, or racial harassment;
 - 9. Public humiliation; or
 - 10. Destruction of property

Office of Safe Schools. "Florida Department of Education." *Bullying Prevention*. Florida Department of Education, n.d. Web. 26 July 2012. <<http://www.fldoe.org/safeschools/bullying.asp>>

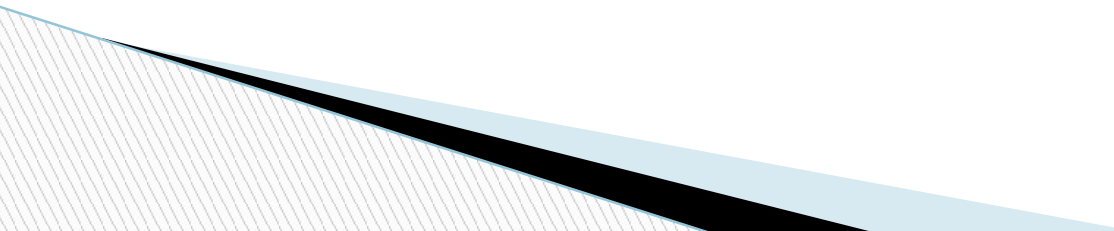


Information

The following information
on Bullying
was taken from
STOPBULLYING.GOV

- "Bullying Definition." *Home*. StopBullying.gov, n.d. Web. 26 July 2012.
<<http://www.stopbullying.gov/what-is-bullying/definition/index.html>>.

Bullying Defined

- 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 kids who are bullied and who bully others may have serious, lasting problems.
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Is it Bullying?

- Aggressive Behavior
- Imbalance of Power
 - Real or Perceived
 - Such as physical strength, access to embarrassing information, or status
- Repetition
 - Bullying behaviors happen more than once or have the potential to happen more than once.

Types of Bullying

Including Electronic forms

Verbal



Social



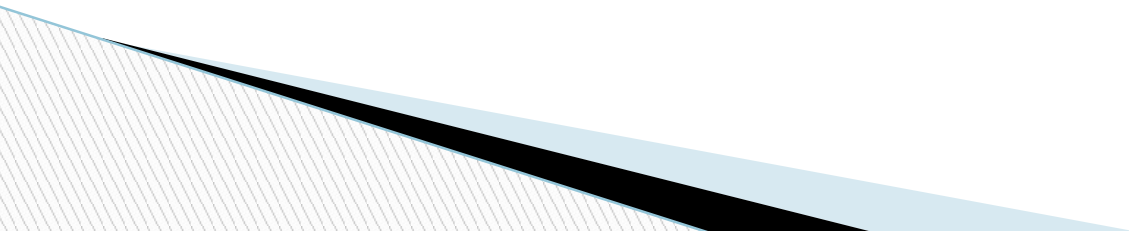
Physical



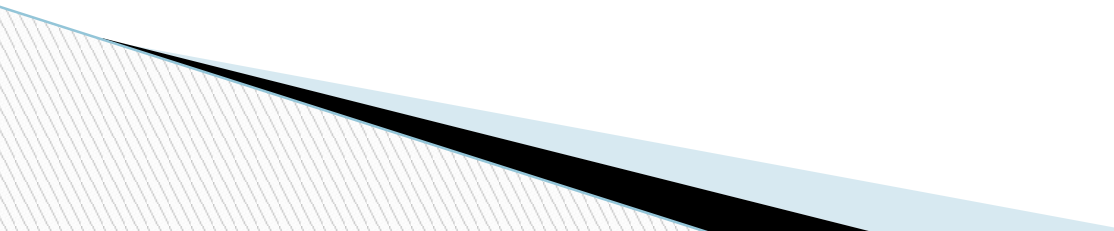
Table Discussion

- Role play each of the three kinds of bullying.

How to handle bullying



Practical Suggestions

- Listen to all parties involved.
 - Be objective and sincere
 - Reach out to the school counselor or principal before any decisions are made. Do not contact parents without seeking advice from either school counselor or administration
 - Understand normal social conflict
 - Document and keep records
 - If parents persist, contact your administration. Do not engage with persistent parents
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Reporting

A close-up photograph of a hand holding a fountain pen, poised to write on a document. The background is softly blurred, showing more of the document and the pen's nib.

Must be reported
in **WRITING**
as follows:

Reporting

A close-up photograph of a hand holding a pen, poised to write on a document. The background is softly blurred, showing more of the document and the hand. The lighting is warm and focused on the hand and pen.

- Schools should require parents or students to complete the Bullying Complaint Form before an official investigation begins.
- The form should be submitted to the school administration and handled at the school level.

Next Steps

Parents who feel the situation has not been resolved by the school administration may bring their concern to the Office of Catholic Schools and Centers. An online form is available for parents to complete.

TIPS For Teachers

- People who are hurting want to be have their concerns heard by someone who cares.
- Listening, understanding, and following up with students and parents and crucial to the success of the process.
- Follow the school handbook for policy.
- Think outside the box for consequences for bullying. If typical punishments worked, we would not have repeated bullying.
- *“Don’t Laugh at Me.” By Jodee Blanco*