



BROOKLYN COLLABORATIVE

A NYC Outward Bound School

BCS ANTI-BULLYING POLICY

This policy should be read in conjunction with the BCS Mission Statement, BCS Restorative Practices Guide, and the Citywide Standards of Intervention and Discipline Measures

BCS recognizes that a school that is physically and emotionally safe and secure is necessary for all students to achieve at their highest levels. Bullying is entirely contrary to our core values. All members of the school community have the right to work and learn in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. It is the goal of BCS to create a learning environment where students are protected from bullying so they feel safe and supported in their efforts to succeed academically and develop emotionally into responsible, caring individuals. The following are ways in which BCS attempts to create a safe and supportive environment :

- Crew
- STEP (Students Together 4 Empowerment and Peace)
- GSA (Gender Sexuality Alliance)
- Peer Mediation
- Young Men's Initiative
- Restorative Practices
- Peer Mentoring - Brothers and Sisters Support BASS

BCS asks every student, with the support of his/her parent(s), guardian(s) and the adults at school to commit to the following principles:

- I will not bully.
- I will try to help anyone I suspect is being bullied.
- I will work to include students who are left out.
- If someone is being bullied, I will tell an adult at school and an adult at home.

WHAT IS BULLYING

Harassing, intimidating and/or bullying behavior is an act of aggression, causing embarrassment, pain or discomfort to someone. Bullying behavior can be reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening or otherwise likely to evoke fear of physical harm or emotional distress. Harassing, intimidating and/or bullying behavior, including using electronic communication to engage in such behavior (cyber-bullying) includes, but is not limited to: physical violence; stalking; verbal, written, or physical conduct that threatens another with harm; seeking to coerce or compel a student or staff member to do something; hazing; taunting; exclusion from peer groups designed to humiliate or isolate; using derogatory language or making derogatory jokes or name calling to humiliate or harass. These behaviors may or may not be based on an individual's actual or perceived race, weight, religion, religious practices, gender, gender identity, gender expression, sexual orientation, or disability.

WHERE AND WHEN THIS POLICY APPLIES (from Citywide Standards)

This policy applies to behavior:

- in school during school hours,
- before and after school, while on school property,
- while traveling on vehicles funded by the NYC DOE
- at all school-sponsored events and
- outside of school when such behavior can be demonstrated to negatively affect the educational process or to endanger the health, safety, morals, or welfare of the school community. When misbehavior involves communication, gestures or expressive behavior, the infraction applies to oral, written or electronic communications, including but not limited to texting, emailing, and social networking.

RESPONSIBILITIES OF COMMUNITY MEMBERS

School Personnel:

- Foster in our students self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behavior we

expect of our students

- Intervene immediately in a manner that is appropriate
- Report the incident of bullying or retaliation to the RPC.
- Cooperate fully in any investigation of the incident and in implementing any plan established.

Students:

- Will refrain from becoming involved in any kind of bullying
- MAY NOT stand by and watch or record bullying. There are not innocent bystanders
- Will assist in any investigation by sharing in information they have about the incident being investigated
- Must notify an adult at school and an adult at home as quickly as possible.

Parents/Guardians:

- Foster in your children self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behavior you have of your children
- Advise your children to report any bullying they see or experience to an adult at school and explain the implications of allowing bullying to continue unchecked
- Advise children not to retaliate
- Inform the school of any suspected bullying, even if their children are not involved

REPORTING

ALL school employees are required to report alleged violations of this policy to the RPC. Students should report any knowledge of such incidents to any adult at school and an adult at home. If a student does not feel comfortable reporting an incident in person and would like to remain anonymous, information about alleged incidents should be put in one of the mailboxes hanging outside of rooms 416, 507 and 516. These boxes will be checked every morning for reports.

Reports should contain as much detail as possible (Date, time, place, relevant history, names of everyone present at the alleged event). No disciplinary action will be taken solely on the basis of an anonymous report but all reports will be investigated.

You can also submit an anonymous report electronically via our website.

INVESTIGATION

Every alleged incident of bullying/harassment/discrimination will be investigated within 5 days of the report being received. Parents of the alleged perpetrator and victim will be notified of the alleged incident once the investigations begin. Parents/guardians will also be notified of the results once the investigation is complete.

Parents other than the perpetrator can be informed that the Chancellor's Regulations were followed. They will not be advised of the specific consequence imposed as that would violate confidentiality.

When communicating incidents of bullying to the target's parents/guardian, school officials will consider whether the student may want to keep certain information confidential for privacy or safety reasons.

CONSEQUENCES

BCS believes that the best discipline for aggressive behavior is designed to 1) support students in taking responsibility for their actions 2) develop empathy and 3) teach alternative ways to achieve the goals and solve the problems that motivated the aggressive behavior. Consequences for a student who commits an act of bullying and harassment shall vary in method and severity according to the nature of the behavior, the developmental age of the student and the student's history of problem behaviors and performance and will be consistent with the Citywide Standards. Restorative measures will be used to correct the problem behaviors, prevent another occurrence of the behavior and protect the victim of the act. Consequences and restorative measures may include but are not limited to the examples below:

Possible Consequences

- Admonishment by Teacher, crew leader, RPC, Counseling or administration
- Participation in a guided reflection process designed to teach alternative behaviors
- Temporary removal from class
- Loss of privileges
- Detention
- Suspension

Possible Restorative Measures

- Framing the aggressive behavior as a failed attempt to solve a real problem or reach a goal. The adult assists the misbehaving student to find a better way to solve the problem or meet the goal
- Restitution and restoration, (peer mediation, restorative circles)
- Referral for counseling in or out of school
- Behavior Management Plan
- Parent conference