

Relevant Legislation

- The **Safe Schools Reporting Act of 2005** mandates that Maryland State Department of Education (MSDE) requires county Boards of Education to report incidents of bullying, harassment, or intimidation against students attending a public school.
- **House Bill 199-Article 7-424.1, Annotated Code Of Maryland** states the each county Board of Education shall establish a policy prohibiting bullying, harassment, or intimidation at school, based on the model policy developed by MSDE.
- The Maryland General Assembly passed [House Bill 396](#), entitled "Misuse of Interactive Computer Service" and commonly known as "Grace's Law". The law makes it a misdemeanor to use "an interactive computer service to maliciously engage in a certain course of conduct that inflicts serious emotional distress on a minor or places a minor in reasonable fear of death or serious bodily injury."



HCPSS Bullying, Cyberbullying, Harassment, or Intimidation



Policy 1060 Bullying, Cyberbullying, Harassment, or Intimidation

The Board of Education is committed to providing a safe and nurturing school environment that values diversity and commonality. The Board is also committed to fostering a climate where individuals are valued and their safety and rights are protected. To that end, the Board prohibits acts of bullying, cyberbullying, harassment, or intimidation because they compromise the learning environment and well-being of students, staff, and community. The Board recognizes that school system staff must be knowledgeable regarding bullying and victimization in order to promote an environment where opportunities for bullying do not occur.

Definitions

Bullying

Intentional conduct, including verbal, physical, or written conduct, or an intentional electronic communication that creates a hostile educational environment by substantially interfering with a student's or staff member's educational benefits, opportunities, or performance, or with their physical or psychological well-being and is:

- motivated by an actual or a perceived personal characteristic including race, national origin, marital status, sex, sexual orientation, gender identity, religion, ancestry, physical attributes, socioeconomic status, familial status, or physical or mental ability or disability; or,
- threatening or seriously intimidating; and,
- on school property, at a school activity or event, or on a school bus; or,
- substantially disrupts the orderly operation of a school or workplace.

Source: Howard County Board of Education
Policy 1060

Definitions

Harassment

A sufficiently severe action or persistent, pervasive pattern of actions or statements, directed at an identifiable individual or group, that is intended to be, or which a reasonable person would perceive as, ridiculing or demeaning.

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Source: Howard County Board of Education
Policy 1060

Definitions

Intimidation

Subjection to intentional action that seriously threatens and induces a sense of fear and/or inferiority which adversely affects one's ability to participate in or benefit from the educational or work setting.

Source: Howard County Board of Education
Policy 1060

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Definitions

Cyberbullying

Harassing, humiliating, intimidating, and/or threatening others on the Internet or via cell phones and other electronic communication (e.g., emails, web pages, instant messaging).

Source: Howard County Board of Education
Policy 1060

Source: Board of Education
of Howard County
Policy 1060

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Reporting Bullying, Cyberbullying, Harassment or Intimidation

- Responsibility for reporting bullying, cyberbullying, Harassment or intimidation falls on students, parents, employees, and service providers
- When a student reports that she (or he) is currently the target (or victim) of bullying, cyberbullying, harassment, or intimidation, the staff member is expected to respond quickly and appropriately to intervene and report the incident to a school administrator.

Source: Howard County Board of Education
Policy 1060

Procedures for Reporting

The student, a staff member, parent or close adult relative should complete and submit the *Bullying, Harassment, or Intimidation Reporting Form* to an administrator in person, by mail, or electronically*

Howard County Board of Education policy 1060.

Bullying, Harassment, or Intimidation Bullying Form

Today's date: Month/Day/Yea

School: _____

School System: _____

Person Reporting Incident _____

Name of Student Victim: _____ Age _____

Name (s) of Alleged Offender (s)	Age	School	Student?
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Forms can be accessed:

- In the school's main office, counseling office, media center, and the health services office. (HCPSS Policy 1060)
- On the HCPSS website as a fillable pdf.
- On Aspen for parents, students and staff with access (and)
- At [Sprigeo.com](https://www.sprigeo.com), an online or mobile app that gives reporters the option of reporting anonymously.



Investigation Procedures

- In accordance with the *Safe Schools Reporting Act of 2005*, school administrators investigate incidents of bullying by taking action within two school days after receipt of the *Bullying, Harassment, or Intimidation Reporting Form*.
- An administrator must investigate the alleged incident and take corrective action as appropriate, even if students, staff, parents, or other close adult relatives are reluctant to complete the *Bullying, Harassment, or Intimidation Reporting Form*.

New Section: Prevalence of Bullying/Harassment

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Types of Bullying, Harassment or Intimidation

Types of Bullying, Harassment, or Intimidation include: Physical, Verbal, Social, and Cyberbullying.

Physical bullying includes:

- Hitting, slapping, kicking, pushing, poking, and tripping
- Stealing, hiding, or ruining someone's possessions (and/or)
- Forcing someone to do things they do not want to do.



Types of Bullying, Harassment or Intimidation

Verbal bullying Includes

- Name Calling
- Teasing
- Making insults (and/or)
- Making racist or sexist remarks



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Types of Bullying, Harassment or Intimidation

Social bullying Includes:

- Refusing to talk to someone
- Persuading others to exclude or reject someone
- Spreading lies or rumors about someone (and/or)
- Making someone do things that they do not want to do



Types of Bullying, Harassment or Intimidation

Types of Cyberbullying include:

Posting or sending messages that result in:

- Harassing
- Humiliating
- Intimidating and/or threatening others

Sending messages that inflict emotional stress using:

- The internet
- Cell phones (or)
- Other electronic communication devices



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Bullying/Harassment/Intimidation

- Serious issue for schools and communities
- Not a “normal part of growing up”
- Substantial proportion of children experience
- A climate of fear has a negative impact on student learning



According to national surveys...

- 5th-12th graders rate concerns about peers incurring emotional maltreatment and social cruelty higher than any other concern
- 8-15 year olds rank bullying as more of a problem in their lives than violence
- 20-40% report having bullied or been part of bullying during the school year
- 70% of middle and high school students have been bullied

Source: The American Psychological Association (APA)



According to national surveys...

- 27% of high school students report being harassed for not conforming to sexually stereotypical behavior
- 5-15% of youth are chronic victims of bullying/harassment (and)
- Peer harassment is designated as a Public Health Concern by The American Medical Association

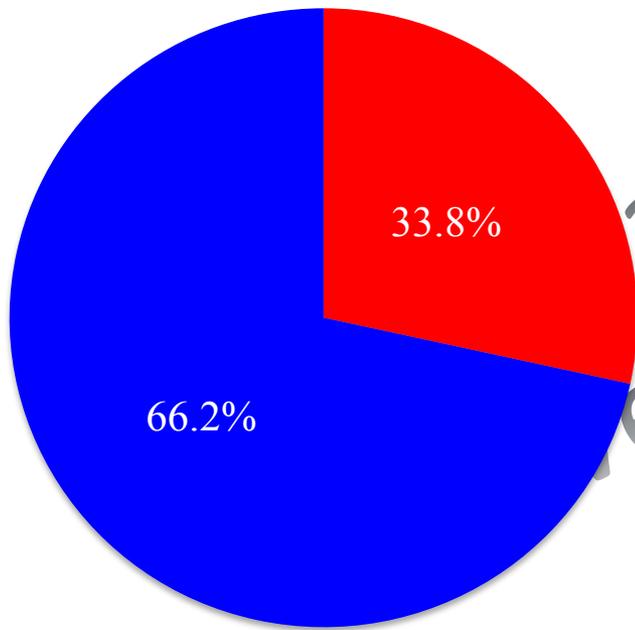
Source: The American Psychological Association (APA)



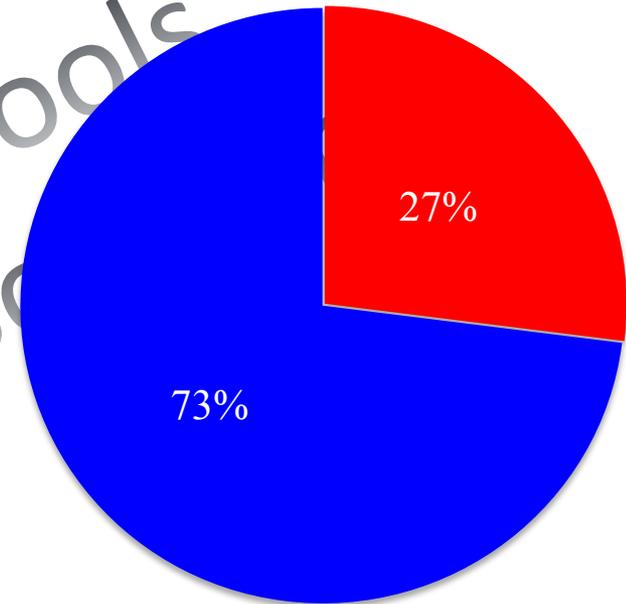
2011 HCPSS Climate Survey Results

Bullied at My School

Elementary



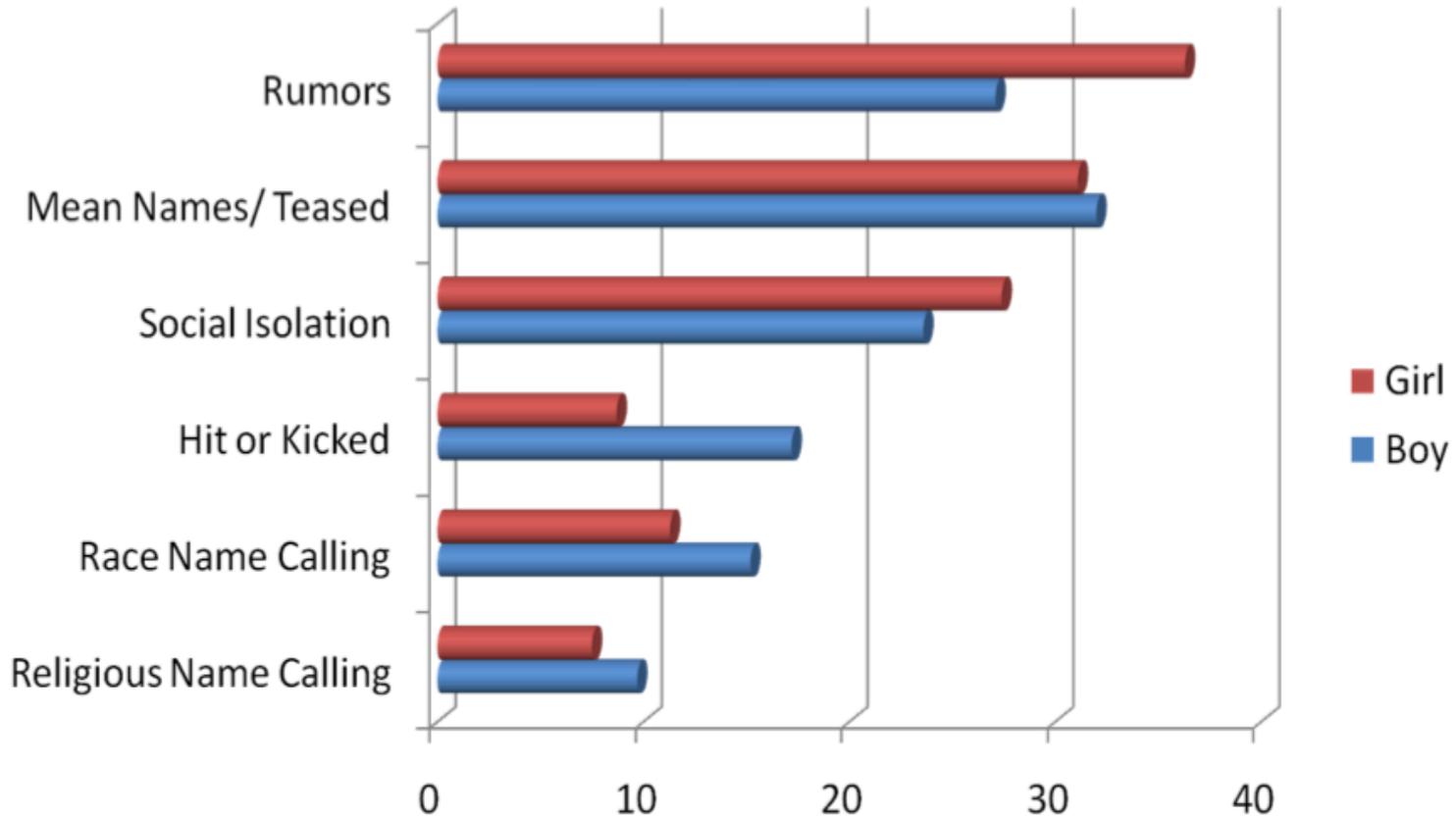
Secondary



Yes
No

According to national surveys...

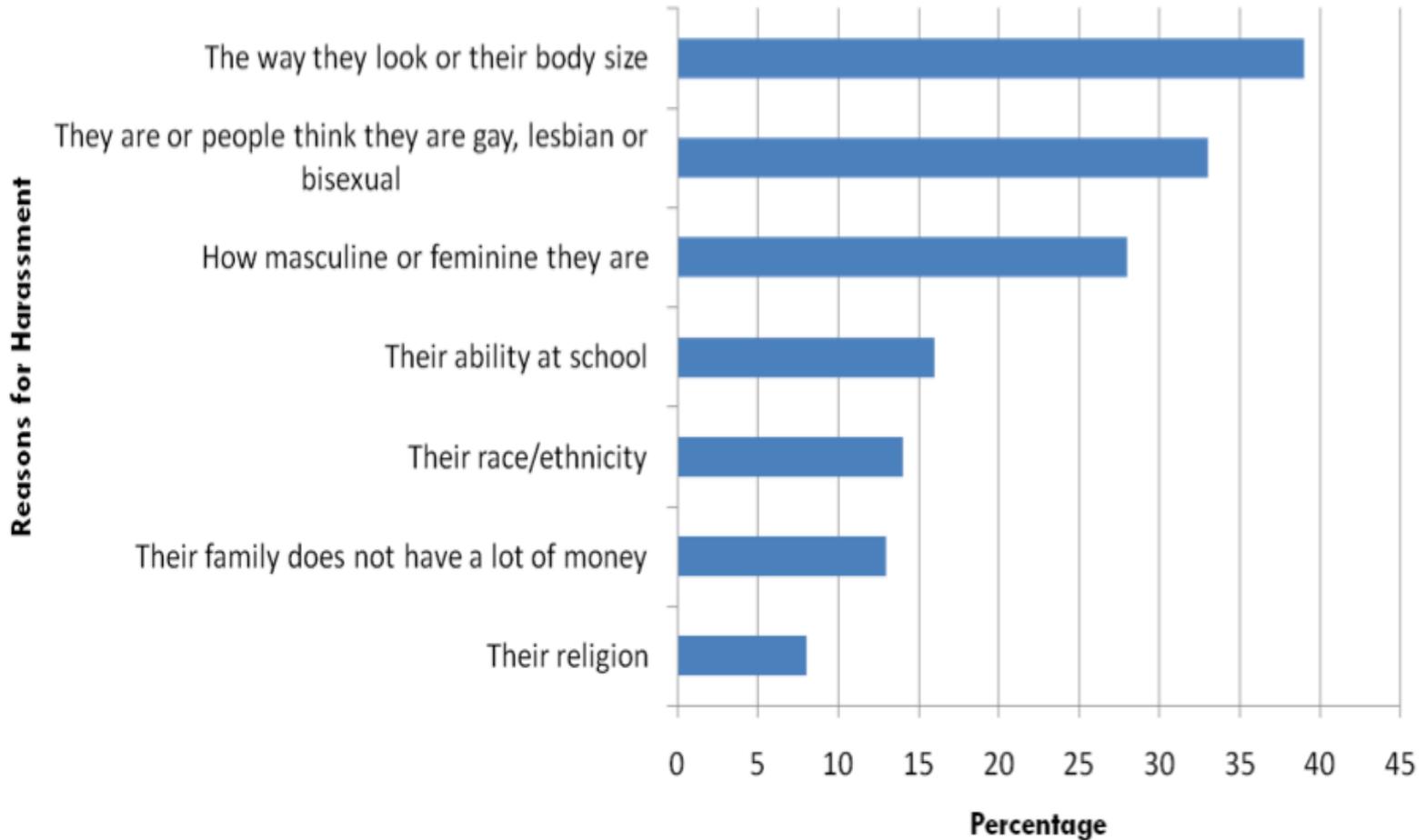
Prevalence of Bullying Behaviors and the Roles of Gender



Source: Wang, 2009

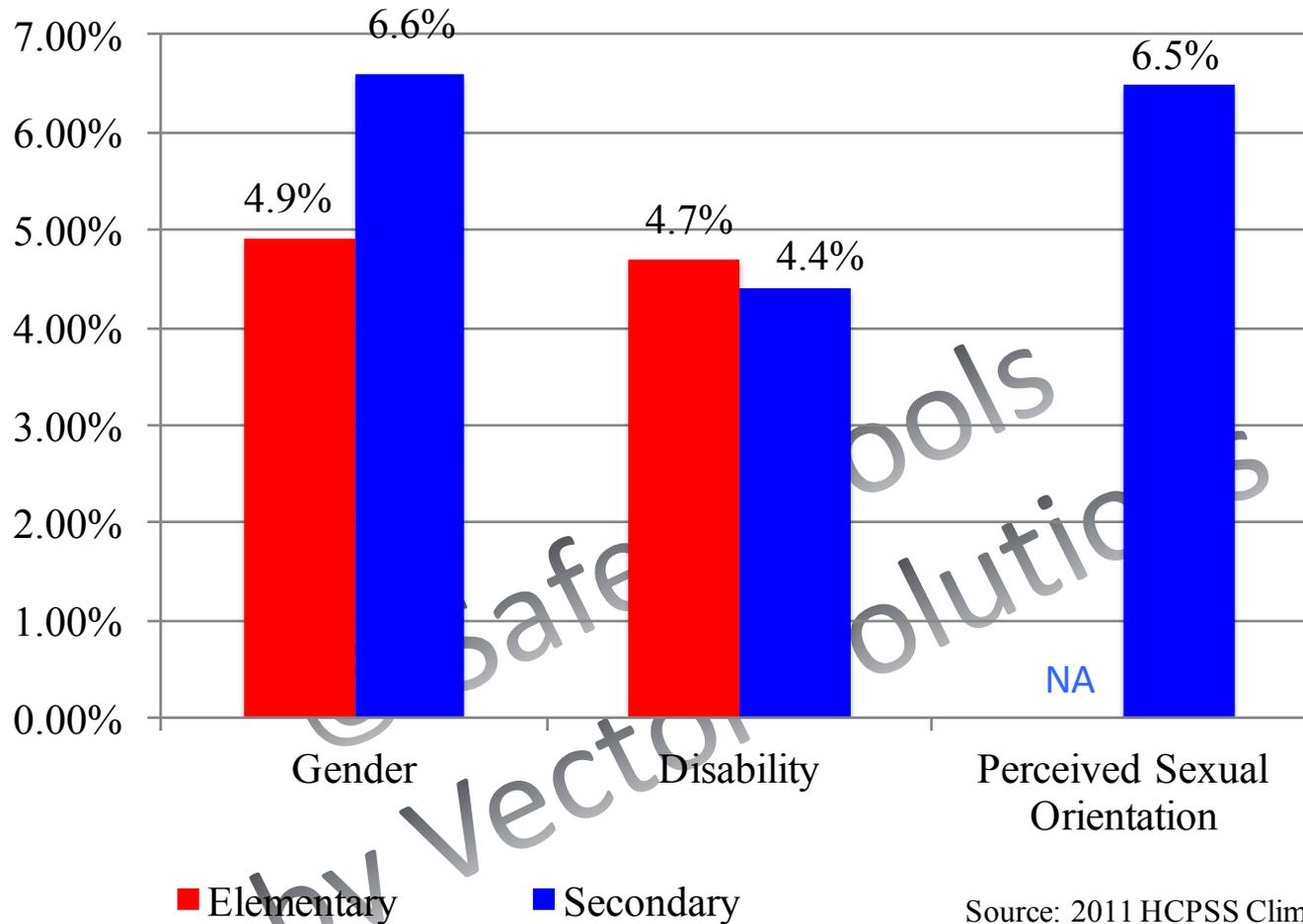
According to national surveys...

Reported Reasons for Bullying/Harassment

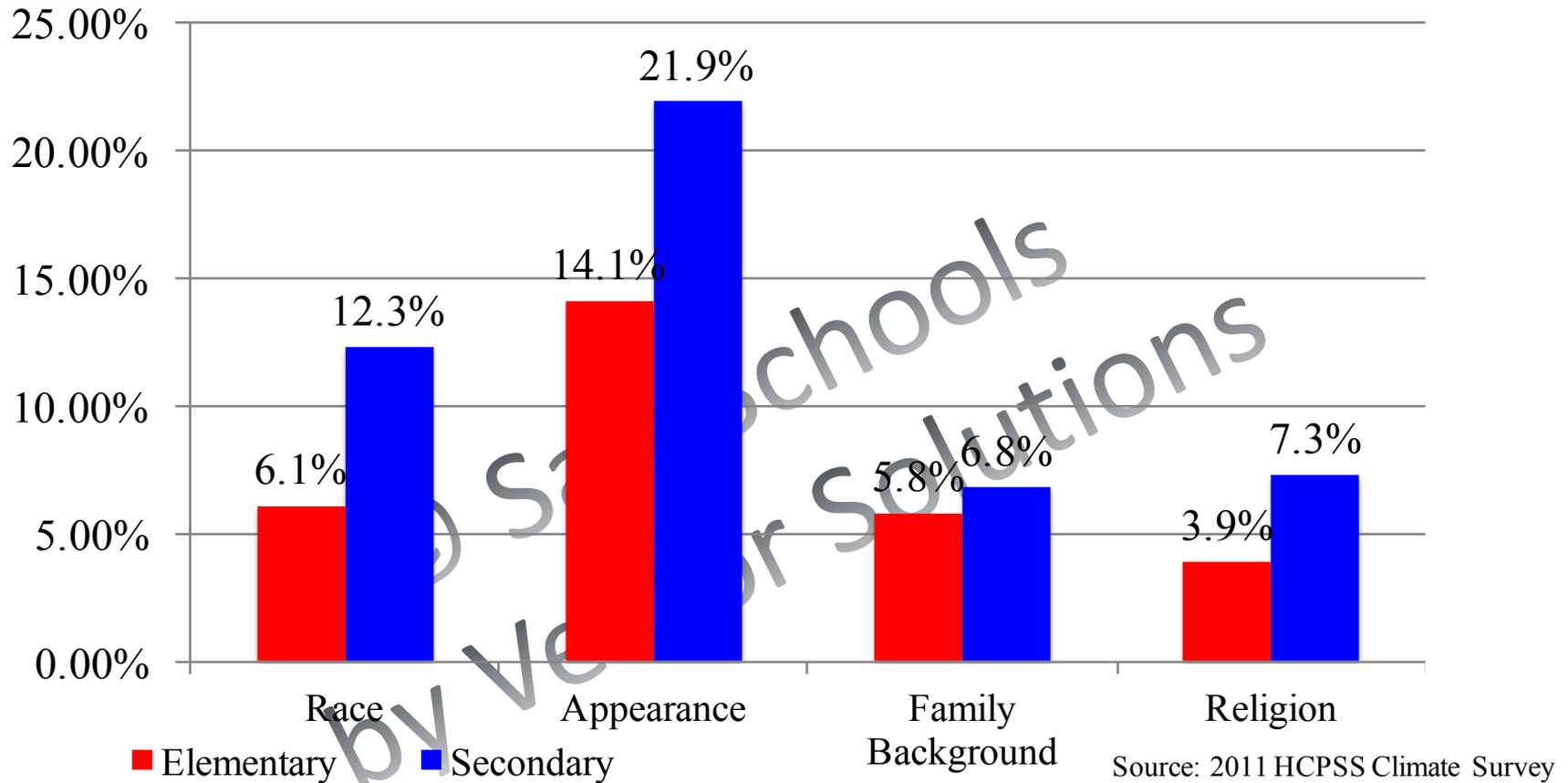


Source: *From Teasing to Torment: School Climate in America 2005*

2011 HCPSS Climate Survey Results for Being Teased, Harassed or Bullied



2011 HCPSS Climate Survey Results for Being Teased, Harassed or Bullied





Who is the Bystander ?

The bystander is someone who:

- joins in with perpetrators in bullying another.
- provides positive feedback to perpetrators.
- stays away and watches from a distance (or)
- attempts to intervene on behalf of the victim.

Bullying at School: The

Source: Rivers, I., Poteat, V.P., Noret, N., Ashurt, N. (2009). Observing
Mental Health Implication of Witness

Status. *School Psychology Quarterly*. 24:4, 211-223.)

The Active Bystander

- The “Active” Bystander intervenes if they feel safe.
- When the active bystander intervenes, 57% of the bullying stops within 10 seconds.
- Unfortunately, bystanders intervene in only 11-19% of all bullying incidents.

Source: Rivers, I., Potrat, V.P., Noret, N., Ashurt, N. (2009). Observing Bullying at School: The Mental Health Implication of Witness Status. *School Psychology Quarterly*. 24:4, 211-223.)



New Section: Cyberbullying

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Cyberbullying

Harassing, humiliating, intimidating, and/or threatening others on the Internet or via cell phones and other **electronic communication** (e.g. emails, texting, Instagram, web pages, instant messaging)

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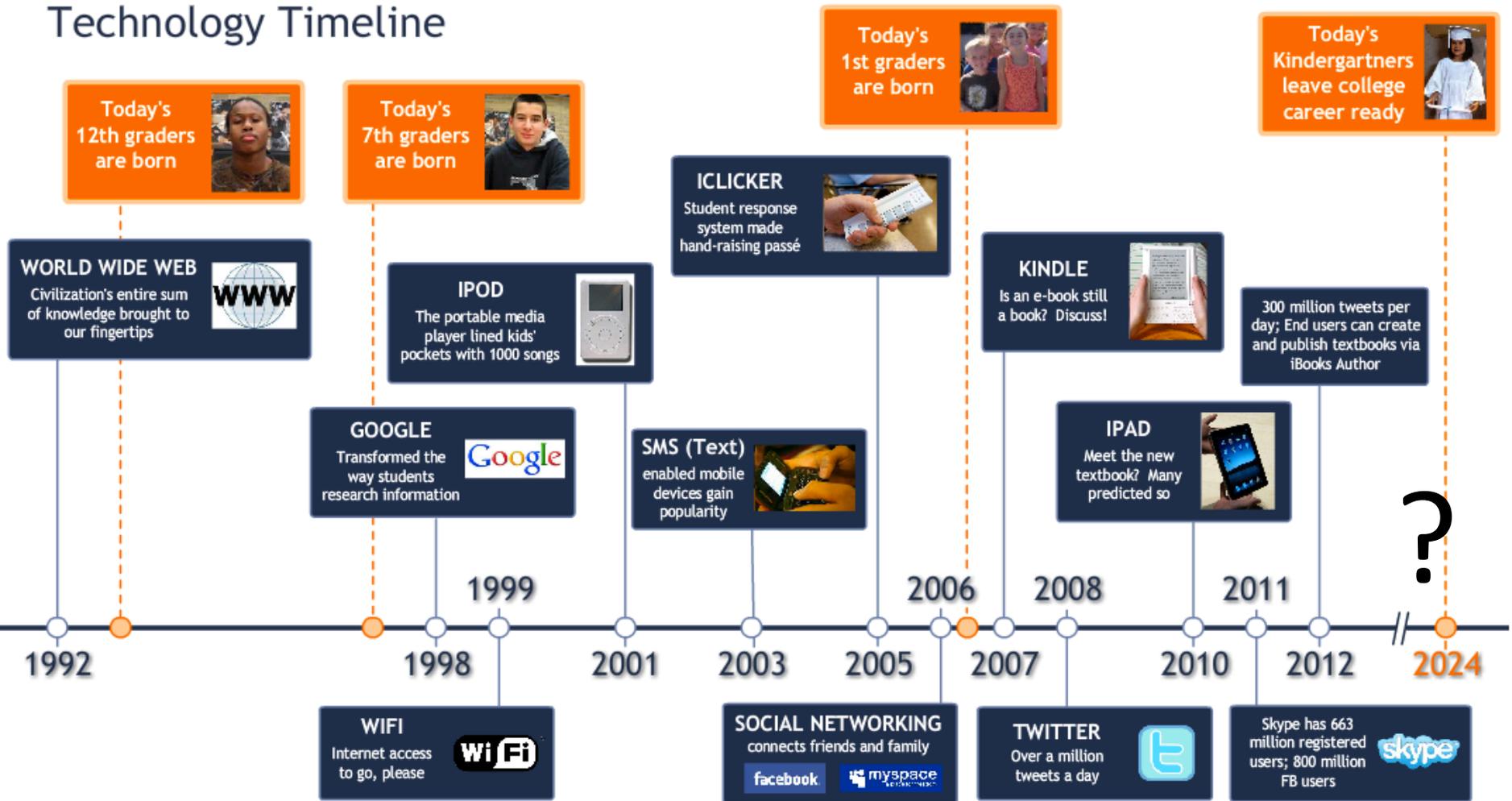


Cyberbullying:



- has quickly grown because it leverages the tools that students often use to communicate among themselves.
- has increased in popularity because these tools are convenient and often free of adult oversight.
- provides a means to inflict an immediate ongoing, sometimes anonymous, devastating impact on the target.
- enables the cyberbully to send embarrassing messages, including photographs and video, instantaneously to many other students (and)
- a cyberbully's impact can spread throughout a school district in a matter of minutes.

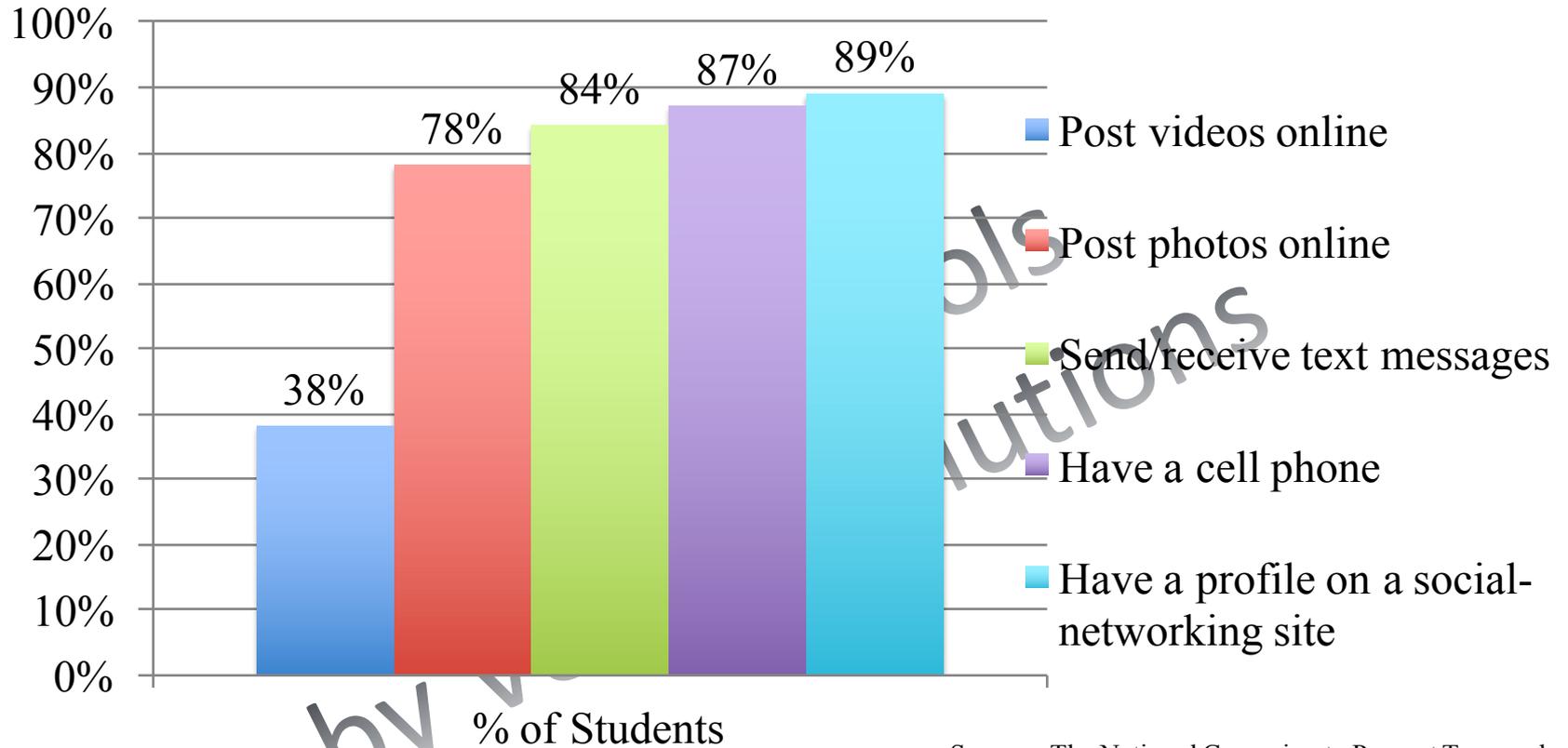
Technology Timeline



Becoming more "social"

Today's Youth Love Technology

Percentage of teens who...



Source: The National Campaign to Prevent Teen and Unplanned Pregnancy.



How Teens Are Using Social Media

- 95% of teens ages 12-17 are online; 80% are users of social media
- Number of Twitter users doubled over the last 2 years
- 83% add comments to a friend's picture
- 77% post messages to a friend's page or wall
- 71% send private messages to friends (and)
- 54% send bulletins or group messages to all of their friends

Today's Youth Love Technology However.....

- More than half of all students from 5th grade and above report either being a target of cyberbullying or knowing someone who has been cyberbullied.
- 17% of 6-11 year-olds and 36% of 12-17-year-olds reported that someone said threatening or embarrassing things about them through email, instant messages, web sites, Instagram, snapchats, or text messages.

Source: WiredSafety.org & NetBullies.com



New Section: Video: ['You Raise Your Children; I Will Teach Them French'](#)

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<http://www.ted.com/profiles/1376227>

New Section: Responding to Bullying Behavior

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Peer Conflict VS Bullying/Harassment

Peer Conflict	Bullying/Harassment
<ol style="list-style-type: none">1. Equal power or are friends2. Happens occasionally or rarely3. May be accidental4. May not be as serious5. Equal emotional reactions6. Not seeking power or attention and not trying to gain something7. General remorse8. Effort to solve the problem	<ol style="list-style-type: none">1. Imbalance of power between peers; not friends2. Negative action happen repeatedly3. Intent is clear4. Is serious harm and can involve threat of physical or emotional5. Strong emotional reaction6. Seeks power, attention, and may be trying to gain something7. No remorse8. No effort to solve problem





All HCPSS staff are expected to Respond to Bullying Behaviors

- **Never ignore a student who reports being victimized by peers.** Because so many victims of school bullying “suffer in silence” it is important that staff follow up on every reported incident.
- **Respond to any bullying incident that you witness.** A response by staff communicates to bullies that their actions are not acceptable and it helps victims feel less powerless about their predicament.

• Source: *Bullying: A Module for Teachers* The American Psychological Association, 2009

• [www.apa.org /topics/bullying](http://www.apa.org/topics/bullying)



All HCPSS staff are expected
to
Respond
to Bullying Behaviors

- **Seek outside help when needed.** Request professional assistance when it is needed either from the administrator, a school counselor, or the school psychologist.
- **Use witnessed bullying incidents as “teachable moments.”**
- **Set an example with your own behavior.**



Responding To Bullying Behaviors:

What Not To Do

Do Not.....

- ignore bullying or think students can work it out without adult help.
- immediately try to sort out the facts.
- force other students to say publicly what they saw.
- question the students involved in front of other students.
- talk to the students involved together, only separately.
- make the students involved apologize or patch up relations on the spot.



Responding To Bullying Behaviors:

What Not To Do

Do Not.....

- use mediation or peer mediation

Because.....

- conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset students who have been bullied.
- group treatment for students who bully doesn't work. Group members tend to reinforce bullying behavior in each other.



Responding To Bullying Behaviors:

What To Do To Support Students

- Teach students how to get help without getting hurt.
- Encourage them to verbally intervene, if it is safe to do so, by saying such things as: “Cool it! That isn’t going to solve anything.”
- Tell them not to cheer on or even quietly watch bullying. This only encourages a student who bullies—who wants to be the center of attention.
- Encourage them to tell a trusted adult about the bullying. **Tattling is telling to get someone in trouble, reporting is telling to get someone out of trouble.**

Responding To Bullying Behaviors:

What To Do To Support Students

- Suggest going to an adult with a friend, if that will make it easier.
- Help them to support others who tend to be bullied.
- Teach them to include all students in activities.
- Praise and acknowledge “quiet acts of courage” e.g. a student tried to do the right thing to stop bullying.

Source: www.stopbullying.com



Remember....

Creating a safe and supportive school environment is critical to preventing and deterring bullying, mitigating the effects of aggression and intimidation, and supporting learning and academic achievement.

Source: A Framework for School-Wide Bullying Prevention and Safety,
National Association of School Psychologists