



## **L'École française de Saskatoon Saskatoon French School**

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### ***Definition of Bullying***

An individual can be bullied when he or she is exposed to negative actions on the part of one or more persons causing emotional, psychological and/or physical harm. These negative actions are intentional and hurtful. Bullying can be verbal, physical, relational, cyber or reactive. Bullying involves an imbalance of power, creates fear, and is not gender specific.

### ***Roles and Responsibilities***

The effectiveness of this policy can only be ensured through an open and honest communication between all involved.

It is expected that all will follow our established Code of Conduct and:

- 1) Saskatoon French School students are expected to:
  - be positive, caring role models
  - refrain from bullying or be a bystander to acts of bullying
  - take an active role against bullying
  - report any acts of bullying to parents and/or school personnel in an open and honest fashion
  
- 2) Saskatoon French School staff are expected to:
  - Deal with bullying in a way that is age appropriate
  - be positive, caring role models
  - refrain from bullying or be a bystander to acts of bullying
  - Provide reinforcement of anti-bullying initiatives within the school
  - Investigate reports of bullying, apply interventions and follow-up
  - Keep the lines of communication open between home and school
  - Encourage and teach students to report incidences of bullying
  
- 3) Saskatoon French School parents / guardians and community members are expected to:
  - Learn about bullying behaviours and related issues
  - Inform the school if bullying is suspected
  - Work with the school to resolve identified incidents of bullying

### ***Procedures***

#### **Prevention**

The long term goal is to prevent bullying behaviours. This is achieved through the application of our school Code of Conduct, programs such as Second Step, Steps to Respect, and other social skills

programming, the establishment of classroom rules and open communication between home and school.

### Investigation

- the safety and care of all students is always the primary focus
- students involved shall be spoken to and dealt with individually using age appropriate interventions
- information shall be gathered from all students involved
- the classroom teacher or the in-school administrator will use professional discretion to determine the level of involvement of parents
- a Bullying Incident Report may be completed

### Administering the Code

- interventions and parental involvement will be dependant upon:
  - a) the safety and care of students
  - b) age and maturity of the students involved
  - c) degree of harm – physical or emotional
  - d) patterns of behaviour
- student services personnel may be called in for assistance
- intentionally falsely accusing another student of bullying behaviour shall be considered bullying

Consequences may include:

- discussion, problem solving
- reviewing the Code of Conduct expectations
- reprimand, action plans, restitution, loss of privileges
- Stop Think Plan form
- Counseling, community services
- Behaviour contract
- Detentions, suspensions, expulsions
- Alternative programming

When the principal suspends a student, the principal will follow appropriate policies and legislation.

A student may be suspended for behaviours such as

- overt opposition to authority
- theft or damage to school or others' property
- use of profanity
- intimidation, harassment or any behaviour that threatens the safety of parents, students, and staff
- possession of illegal drugs
- bullying behaviour

If bullying behaviours are part of a continuing pattern, a range of interventions may be considered such as:

- a) the in-school administrator or designate may complete a Bullying Incident Report
- b) parents / guardians of those students involved may be invited to a meeting to discuss child's involvement in the incident(s) and to establish a plan of action
- c) a written record shall be kept of this plan. This record shall be held in a confidential file by the principal or designate and reviewed as necessary.

This policy shall be reviewed annually by staff, students and parents and will be placed in the school newsletter and / or student handbook. It will also be available on our school website.