Anti-Bullying Plan
Waxhaw Elementary School
2011-2012

Statement of Purpose
The purpose of this plan is to promote and maintain a safe environment for all students at Waxhaw Elementary that is free of any form of bullying, including verbal, physical, social, psychological, and cyberbullying. This plan will address how the staff of Waxhaw Elementary educate students about the types of bullying and their effects on all those involved and how incidents of bullying are reported and addressed. Waxhaw Elementary School promotes an atmosphere of equity, diversity and acceptance of all students, staff, and parents. Our entire community works together to maintain a respectful, bully-free environment.

Policy Statement Against Bullying (UCPS BOE Policy 4-7)
The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Definition of Bullying
Bullying is a form of harassment. Under North Carolina Law, bullying is “any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication, that takes place on school property”, as defined above, “reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics”. Bullying may include, but is not limited to: verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats and cyberbullying.

School rules against bullying (student guidelines to prevent bullying):
1. We will not bully others.
2. We will try to help students who are bullied when it is safe to do so.
3. We will include students who are left out.
4. We will report to an adult at school when we see someone being bullied.
Managing Bullying

• All staff members will actively and frequently discuss with students and parents the UCPS and Waxhaw School policies on bullying.
• Staff will actively monitor students, especially during lunch and recess
• Teachers will incorporate anti-bullying and character education lessons into their plans. (The counselor can assist with providing materials as needed.)
• “Core Essentials” Character Education Curriculum will be incorporated into guidance and/or classroom lessons and emphasized throughout the school.
• Teachers will address bullying concerns during weekly class meetings.
• The school counselor will conduct anti-bullying and conflict resolution lessons/units with classes throughout the year.
• Through the class meetings and counselor’s lessons, the students will:
  o be taught that bullying is usually done on purpose and typically occurs more than one time.
  o understand that bullying includes, but is not limited to hurting someone physically, threats, stealing, leaving others out on purpose, starting and/or spreading rumors, name calling, and/or teasing repeatedly (occurring in the school or over the internet).
• PBIS strategies will be implemented throughout the entire school.
• Terrific Kids program will promote and reward students who exhibit the character trait of the month.

Reporting Procedures for Staff and Students

• Teachers will follow the school’s PBIS plan and administer consequences appropriately for yellow zone behaviors (teasing/exclusion).
• Red zone behaviors (physical bullying, threats, repeated teasing, or severe harassment regarding race, religion, ethnicity, disabilities, gender or sexual orientation) require an immediate office referral.
• Incidents of bullying can be reported by students, staff, or parents utilizing the UCPS bullying report form and/or through verbal notification to any staff member.
• After an incident of bullying has been reported and confirmed by administration, school administration will follow the bullying guidelines set forth by UCPS policy. The parent will be called and a referral will be made to the school counselor.

Consequences and Appropriate Remedial Actions for Acts of Harrassment, Intimidation or Bullying

• 1st offense: Parent contact by an administrator and 0-3 days of suspension at the discretion of the principal. (Possible in school or after school detention) Referral made to school counselor.
• 2nd offense: Mandatory parent conference and 3-5 days suspension, referral made to school counselor, and behavior intervention plan written for student.
• **3rd offense:** 5-10 days suspension, mandatory parent conference, possible outside counseling referral, review and amend student’s behavior intervention plan.

(Individual counseling will be provided for both the student bullying and the victim.)

**Monitoring and Evaluating the Plan:**

- Data from PBIS cards, office referrals, and individual behavior plans will be utilized to assess the effectiveness of the procedures in place to address bullying.
- The plan will be revisited at the beginning of each school year during the first Site Based Meeting.