

Information for Volunteers: Hazing, Harassment, Bullying, Intimidation, Menacing and Cyberbullying

Salem-Keizer Public Schools

2013-14

Introduction

- This presentation will provide you with valuable information about a variety of situations you may encounter during your volunteer service with Salem-Keizer Public Schools.
- If you have any questions about the content of this presentation, please contact Debbie Joa, Prevention and Protection Coordinator, at 503-399-3061.

Introduction



- Salem-Keizer School District is committed to providing an environment where students can study, participate in school-sponsored activities and work in an environment that is free of hazing, harassment, intimidation, discrimination, bullying and menacing (Administrative Policy INS-A003)
- It is crucial that everyone take an active role in preventing and addressing issues of bullying and harassment.

Your Role

No student or staff member in the District shall be subjected to discrimination based upon, but not limited to, age, disability, national origin, race, color, religion, gender, sexual orientation, marital status or financial ability.

Sexual Orientation:
An individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

Hazing

Hazing is any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment (Administrative Policy INS-A003).

Hazing is a violation of the law

- **A student organization or a member of a student organization commits the offense of hazing if, as a condition or precondition of attaining membership in the organization or of attaining any office or status in the organization, the organization or member intentionally hazes any member, potential member or person pledged to be a member of the organization.**
- **Consent of the person who is hazed is not a defense.**
- **ORS 163.197**

Employee Responsibility

- **“Member” includes volunteers, coaches and faculty advisers of a student organization.**
- **Employees must not participate in hazing or allow students to haze.**
- **All employees must immediately report incidents of hazing to the school administrator.**

Harassment, Intimidation or Bullying...

...any act that substantially interferes with a student's educational benefits, opportunities or performance, that takes place on, or immediately adjacent to, school grounds, at any school-sponsored activity, on school-provided transportation or at any official bus stop.

...has the effect of:

- Physically harming a student or damaging a student's property
- Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property, or
- Creating a hostile educational environment, including interfering with the psychological well-being of a student

What is Bullying?

- Bullying is unwanted, aggressive behavior that involves a real or perceived **POWER IMBALANCE**.
- The behavior is **REPEATED**, or has the potential to be repeated, over time.
- Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

www.StopBullying.gov (U.S. Department of Health and Human Services)

Types of Bullying: Direct

Physical

- Can include hitting, kicking, pushing, making the bullied person do things they do not want to do, taking and damaging property

Verbal

- Can include name calling, put-downs, cruel teasing, saying or writing nasty things about the bullied person

Types of Bullying: Indirect

Relational

- Using gossip, notes, email, texting, etc. to attack a victim's reputation and lower his or her social standing

Isolate/ Exclude

- An attack on a victim's social status within a school by organizing peer rejection of the victim

Types of Bullying

Cyberbullying:
Use of any electronic communication device to harass, intimidate or bully.



Examples:

- Sending mean or threatening messages
- Creating a web site that targets a classmate
- Sharing fake or embarrassing photos or videos of classmates via cell phones or the web
- Stealing a classmate's login and password to send mean or embarrassing messages to or from his or her account

Communication of this form that occurs off school grounds but disrupts or prevents a safe and positive educational or working environment may also be considered cyberbullying.

Effects of Bullying

Children who are bullied tend to:

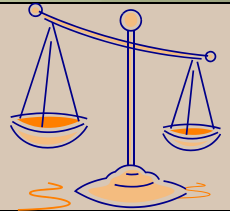
- Experience further rejection from peers
- Feel more lonely, anxious, and insecure
- Have lower self esteem
- Avoid and dislike school
- Experience physical problems (stomach aches, headaches, bed wetting, sleeping problems, etc.)

Bullying may lead to depression, suicide or violence.

Bullying

It is important to remember that not all “mean” or aggressive behavior towards a student is bullying.

Bullying occurs when there is an imbalance of power, it is unwanted, and it occurs repeatedly.



This does not mean that other inappropriate behavior should be ignored. Report inappropriate student behavior to the teacher or school administrator.

Addressing Bullying

- If you become aware of a student being bullied, immediately report the information to the school administrator or other school/district employee.
- All school district employees are required to immediately report bullying to the school administrator.
- The school administrator will investigate all reports of bullying using established procedures.

Additional Information

- This training is meant to provide you with an overview of identifying and responding to bullying.
- If you have questions about a particular student or situation at school, please contact the teacher, school counselor, or school administrator.
- Additional information on preventing and responding appropriately to bullying is available at:

www.stopbullying.gov

Debbie Joa

Prevention and Protection Coordinator

Salem-Keizer School District, Human Resources

503-399-3061

joa_debbie@salkeiz.k12.or.us