

January
February
2023

STUDENT SERVICES NEWSLETTER

*It takes
courage to be
kind
-Maya
Angelou*

Pink Shirt Day - February 22, 2023



Bullying, cyberbullying, and harassment jeopardize learning and can severely impact a child's mental, emotional, and physical health. Pink Shirt Day is celebrated annually in February where staff and students can wear a pink-coloured shirt to stand against bullying. <https://www.pinkshirtday.ca/>.

Research shows that everyone benefits from learning about bullying and prevention. To learn more about bullying, bullying prevention, anti-cyber bullying check out these AHS resources [Prevent and address bullying](#).

Training and Prevention at DMC

Through our health program, classroom meetings and impromptu conversations, students and staff will be given instruction on how to prevent bullying and harassment. This will also include instruction on the process for filing complaints and the process/consequences that will result from the complaint.

What Is and Isn't Bullying

Continuum of Behaviours

	Conflict	Rude	Mean/ Aggressive	Bullying
Intention	No intention to cause harm, both sides want to have their needs met and work things out To solve the problem	Varies, may indicate attempt to communicate needs, achieve goals	Cause harm, fear or distress May also be used to communicate feelings/needs	Cause harm, fear or distress Gain power/control over the target Gain prestige or popularity
Frequency	Occasional to ongoing, depending upon the relationship	Occasional to ongoing Does not follow a pattern	Occasional to ongoing Does not follow a pattern	Repeated and ongoing
Description	A disagreement that both parties can work together to solve Interactions can be positive or negative	Impulsive behaviour, apparent selfishness, thoughtlessness or poor manners	Impulsive behaviour, angry or aggressive outbursts Directed at certain individual(s)	Planned, deliberate, actions Targeting of specific individual(s) May be verbal, physical, social/ relational, cyber/digital

Bullying

What is bullying?

Bullying is defined as the repeated, persistent, hostile or demeaning behaviour by an individual or group in the school community where the behaviour is intended to cause harm, fear or distress to one or more other individuals. This may include psychological harm (feelings or self-esteem) or harm to an individual's body or reputation.

Bullying involves a real or perceived power imbalance based on factors such as size, strength, social power, economic status, religious beliefs, ethnic/cultural origin, race, family circumstances, sexual orientation, gender, gender identity, gender expression, disability or the receipt of special education.

An individual engaged in bullying is not in compliance with the Education Act if they spread hate or discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, family status or disability.

Bullying can take different forms:

Physical – pushing, grabbing, hitting, slapping, punching, kicking, spitting, choking, making obscene gestures, hazing, stealing or damaging property

Verbal – name-calling, threatening remarks, hurtful teasing and taunting racist/sexist/homophobic comments, telling jokes that shame or humiliate someone, harassing using derogatory language

Social/Relational – gossiping or spreading rumours, isolating someone from friends or peers, ganging up, excluding from a group based on appearance, sexual orientation, gender identity and expression, culture, race, religious beliefs, disability

Cyber/Digital – intentional defamatory, demeaning, harassing, threatening or intimidating communication directed toward another individual, including but not limited to electronic devices and any other media or means capable of transmitting communication (e.g., email, text/instant messaging, social networks, online polls)

Also includes taking embarrassing pictures of someone and sharing them online or using someone else's account to send hurtful content while pretending to be them.

- The Canadian Criminal Code has made some forms of cyberbullying illegal. The police may lay charges if:
 - Intimate images are sent without permission
- Hate speech is used (racial and/or homophobic slurs) to cause fear and distress
- Threats of harm and violence are repeatedly made against an individual

Scope

This policy covers conduct that takes place in the school, on school property, at school-sponsored functions and activities, on school buses and at bus stops. This policy also pertains to usage of electronic technology and electronic communication that occurs in the school, on school property, at school-sponsored functions and activities, on school buses or at bus stops, and on school computers, networks, forums, and mailing lists. This policy applies to the entire school community, including educators, school staff students, parents and volunteers.

Response to Bullying at DMC

1. It is the responsibility of those that know bullying is going on to report it to staff or parents.
2. Teachers should be the first point of contact for families worried about a potential bullying situation.
3. Teachers will work with families to determine if the situation is bullying or something else that can be remedied.
4. Staff will endeavor to keep anyone's name that has reported the incident(s) confidential.
5. If a teacher feels the incident(s) are bullying, teachers must document all incidents of bullying and report to administration.
6. Administration must investigate all reports of bullying and document findings.
7. Administration must follow the CBE's [Progressive Discipline](#) policy when dealing with situations of potential bullying.
8. Staff will work to support all victims of bullying to ensure they feel safe.
9. Staff will work with students that bully to ensure they understand their actions. Consequences will follow the CBE's Progressive Discipline model, dealing with each situation based on the students and circumstances involved. This means that each instance of bullying will be dealt with differently depending on the students involved and the situation.
10. Parents will be included in the conversation and informed of decisions as long as the school maintains the privacy of all students involved.