

SCHOOL DISTRICT OF PHILADELPHIA
BULLYING POLICY



WHAT IS BULLYING?

Bullying is defined as:

- **Intentional** hurtful behavior or harm doing;
- Carried out **repeatedly** over time; and
- Occurs within an interpersonal relationship where there is an **imbalance of power** (e.g., one person is physically larger, stronger, mentally quicker, or socially more powerful)

Bullying, may be **direct or indirect action**, which may include (but is not limited to):

- **Physical:** hitting, kicking, pushing, shoving, getting another person to hurt someone;
- **Verbal:** racial slurs, name-calling, teasing, taunting, verbal or sexual harassment, gossiping, spreading rumor; or
- **Non-Verbal:** threatening, obscene gestures, isolation, exclusion, stalking, cyber-bullying (bullying that occurs by use of electronic or communication devices through means of email, instant messaging, text messages, blogs, photo and video sharing, chat rooms, bash boards, websites, etc.).

THE DISTRICT PROHIBITS ALL FORMS OF BULLYING FROM STUDENTS AND PERSONNEL

WHAT SHOULD YOU DO WHEN YOU OR SOMEONE YOU KNOW IS BEING BULLIED?

Reporting Bullying Incidents:

Students who have been bullied or witnessed bullying should immediately report incidents of bullying to an adult. If the behavior continues, students (and/or their parent/guardian) should report the incidents to the Principal or Manager of Non-Instructional School Services. If there is no response, then the incident should be reported to the regional office. As a last resort, a call should be placed to the district's bullying hotline (215-400-SAFE).

WHAT WILL HAPPEN WHEN AN INCIDENT OF BULLYING IS REPORTED?

There will be a quick and thorough investigation of all reports. If the allegations are found true, the Principal or Manager of Non-Instructional School Services will do the following:

1. Inform the student who bullies the results of the investigation;
2. Review the definition of bullying and the District's policy on bullying;
3. Punish the behavior relative to the number of offenses and the severity of the behavior; and
4. Notify the parents of the student(s) who bullies, including the actions of the student and the consequences.

WHAT HAPPENS TO STUDENTS WHO BULLY?

Consequences for Violations:

Students who violate the bullying policy will be subject to the following disciplinary procedures:

- **First Offense:** Documented warning and parent notification;
- **Second Offense:** Parent conference, loss of school privileges, exclusion from school-sponsored activities, detention, and/or counseling within the school;
- **Third Offense:** Suspension or transfer to another classroom, school building, or school bus

Depending on the severity of the incident, cases of bullying may immediately lead to the disciplinary actions of a third offense and may result in expulsion and/or referral to law enforcement officials.