



**Subject:** Bullying Prevention & Intervention

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## Purpose

Zoo School recognizes the following:

- Bullying adversely affects a student’s well-being and ability to learn.
- Bullying adversely affects the school climate, including healthy relationships.
- Bullying will not be accepted on school property, within the online virtual learning environment, at school-related activities, or in any other circumstances (e.g. online social media, etc.) where engaging in bullying will have a negative impact on the school climate.

The purpose of this policy is to outline how Zoo School will aim to discourage bullying and set out guidelines to follow if bullying does occur.

## Procedure

### Definition

“Bullying” means aggressive and typically repeated behaviour by a pupil where,

- (a) the behaviour is intended by the pupil to have the effect of,
  - (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual’s reputation or harm to the individual’s property, or
  - (ii) creating a negative environment at Zoo School for another individual, and

(b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education;

Bullying can take the form of physical, verbal, written, cyber-bullying or other means.

Cyber-bullying includes;

- (a) creating a web page or a blog in which the creator assumes the identity of another person;

<p>Training and Policy Awareness</p>	<p>(b) impersonating another person as the author of content or messages posted on the internet; and  (c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.</p> <p>All Zoo School staff are to be aware of this policy and the Safe and Supporting Schools Policy and follow any procedures mentioned.</p> <p>On the first day of Zoo School students will be made aware of this zero tolerance approach to bullying, where to find the Bullying Prevention &amp; Intervention policy, supports available to those experiencing any bullying, and the consequences of bullying. Parents will have access to this policy and the Safe and Accepting Schools policy on the Zoo School website.</p>
<p>Student Reporting of Bullying</p>	<p>Zoo School students should report any instances of bullying to;  Zoo School Teacher  Zoo School Teaching Assistant  Zoo School Principal  Learning &amp; Engagement Coordinator  Zoo Nurse</p>
<p>Staff Responsibilities in Incidents of Bullying</p>	<p>Under the Education Act, principals must suspend a student for bullying and consider referring that student for expulsion if (1) the student has previously been suspended for bullying, and (2) the student’s continuing presence in the school creates, in the principal’s opinion, an unacceptable risk to the safety of another person.</p> <p>The Zoo School teacher will monitor for any evidence of bullying and will take any reports of bullying seriously. If a complaint of bullying is received the Zoo School principal must be informed immediately and an investigation initiated (in consultation with Safety &amp; Security). As part of this investigation Zoo staff will meet with the respective individual(s) in a private setting and document the incident by completing the appropriate forms (Safe Schools Incident Reporting Form – See Policy Memorandum 144),.</p> <p>If necessary the principal will contact the principal of the home school for the incident of bullying to be entered onto the student’s Ontario Student Record (OSR). In the incidence of bullying the Safe and Accepting Schools Policy will be consulted for appropriate forms and procedures to be completed.</p>

## Notifying Parents

The principal is required to notify the parents of students who have been harmed as the result of a serious student incident. The principal shall disclose the following information:

- the nature of the activity that resulted in harm to the student
- the nature of the harm to the student
- the steps taken to protect the student's safety, including the nature of any disciplinary measures taken in response to the activity
- the supports that will be provided for the student in response to the harm that resulted from the activity

The principal is required to notify the parents of students who have engaged in serious student incidents. The principal shall disclose the following information:

- the nature of the activity that resulted in harm to the other student
- the nature of the harm to the other student
- the nature of any disciplinary measures taken in response to the activity
- the supports that will be provided for the student in response to their engagement in the activity

When notifying parents of these incidents, the principal must invite parents to have a discussion with them about the supports that will be provided for their child.

## REFERENCE DOCUMENTS:

Ontario Ministry of Education Policy/Program Memorandum 144  
– Bullying Prevention & Intervention