

Academy at the Farm

Bullying and Harassment Information and Reporting

Bullying is...



Unwanted, aggressive behaviors



Intent to harm or control



Repeated over time

Bullying: What It Is and Isn't

What Bullying is NOT

Sometimes people think something is bullying when it's not.

Bullying is not:

- Hurting someone's feelings once
- Teasing or name-calling one time
- Not wanting to play with someone
- Cutting in line
- Not sharing or taking turns

It is bullying when it is:

- Repetitive or continuous after you ask them to stop
- There is a power imbalance
- Intentional

There are 4 main kinds of bullying

Physical

Hurting someone's body or belongs

Verbal

Saying mean things, teasing, or name calling

Social

Leaving someone out on purpose or spreading rumors

Cyber

Using phones or computers to be mean or hurtful

Bullying Types

P.I.C.= Purposeful, Intentional/Imbalance of power, Continuous

Physical	Relational/Social	Verbal	Cyber
Using one's body and physical bodily acts to exert power over peers. Punching, kicking and other physical attacks are all types of physical bullying.	The respondent attempts to hurt a peer by spreading rumors, gossiping, and/or purposefully excluding one from a group. This is most common in female and is hard to detect. It can be used as a tool to both improve their social status and control others.	The use of unpleasant words to mock, shock, tease, or ostracize another person. The victims often feel shame, guilt, embarrassment and fear.	The use of electronic communication to torment a person, typically by sending messages of an intimidating or threatening nature (provocative insults, racial/ethnic slurs, private or personal information, LGBTQ+ bashing).

Bullying

- Intentional act that causes harm to others
- Could be punishable by law
- Bullying or harassment of any student or employee of a public K-12 educational institution is prohibited
- A form of harassment

Harassment

- Intentional act of annoying, threatening, intimidating, or causing fear in another person
- Punishable by law
- Bullying or harassment of any student or employee of a public K-12 educational institution is prohibited
- A form of discrimination

When bullying behavior is based on a protected class, that behavior is then defined as harassment. Protected classes include race, color, religion, sex, age, disability, and national origin.

Potential Effects of Bullying

Physical	Relational	Emotional	Cyber
Bruises, cuts, or other unexplainable injuries.	Depression, anxiety, poor self-concept/esteem, lack of confidence, self-harm, lack of belonging, poor attendance and engagement.	Depression, bad grades, self-harm or suicide, poor self-concept/esteem, poor attendance, engagement, psychological distress.	Isolation, self-harm or suicide, extreme embarrassment, poor attendance or engagement, psychological distress.



PEERS ARE INVOLVED IN

85%

OF BULLYING EPISODES

EITHER AS

OBSERVERS or CONTRIBUTORS

BYSTANDER ROLES	CHARACTERISTICS
Outsiders	These individuals witness the bullying situation but stay out of it, remaining passive and uninvolved.
Reinforcers	These bystanders offer positive feedback to the bully by supporting the bullying behavior, such as by laughing or encouraging the aggressor.
Assistants	These individuals actively help the student who is engaging in the negative behavior, for example, by physically restraining the target so they cannot escape.
Defenders:	These are individuals who intervene when bullying occurs, stand up for the person being bullied, or seek help from an adult to stop the behavior

UPSTANDERS!



- In a bullying situation, an **upstander** is someone who recognizes when something is wrong and does something to make it right. If an upstander sees or hears about bullying, he or she will do something positive about the situation.
- Encourage students to be upstanders!



Pasco County Schools will not tolerate unlawful bullying and harassment, including sex-based harassment, in schools or school campuses, school sponsored buses, school-related or school-sponsored events, or through the use of technology or any electronic communication.



Legal Implications

[Jeffrey Johnston Stand Up For All Students Act \(1006.147, F.S.\)](#)

- Prohibits bullying and harassment of any student or employee of a public K-12 educational institution.
- Requires annual training for all employees
- Requires each school district to adopt a policy prohibiting bullying and harassment
- Reporting (includes anonymous reporting)
- Investigation and reporting to state Department of Education
- Districts must comply to receive Safe Schools funds

Students With Disabilities

Students with disabilities are at a higher risk for being bullied or harassed.

For students with disabilities that are involved in a bullying situation:

- The school must take prompt and effective steps to end the bullying or harassment and restore access to the educational program.
- Involve the IEP/504 Team for any programmatic changes or accommodations for the student that are needed.



What if I witness bullying or harassment?

1. Stop the bullying or harassment behavior immediately.
2. Support the students involved.
3. For the student engaging in the negative behavior: name the behavior and refer to the school-wide expectations.
4. Empower Upstanders by recognizing their support for the student(s) involved and provide Bystanders with guidance on how to respond appropriately in the future.
5. Impose immediate and appropriate consequences for the student(s) who bullied or harassed others.
6. Take steps to make sure the target is protected from future bullying or harassment.
7. Immediately report the incident!



Investigations

- Reports of Bullying/Harassment involving staff members must be reported to the school principal and district supervisors for investigation.
- For incidents involving students:
 - School Administrators have been trained in the Bullying/ Harassment procedures and can complete these investigations.
 - A Bullying/Harassment Investigation must be completed for **ALL** reports/incidents of Bullying or Harassment.



Reporting

- Bullying can be reported confidentially by filling in the "Let's Talk" form located on the Pasco County School's [Report Bullying Click Here](#) page.

Safety hotline for immediate assistance:

- If they are experiencing a crisis that can't wait until the next time they see a trusted adult, students can **text "CONNECT" to 741741** and someone will reach out to them immediately.
- For more information about bullying, [click here.](#)

Reporting continued...

Reporting-"FortifyFL"

- The Florida Attorney General's Office, the Florida Department of Law Enforcement and the Florida Department of Education launched **Fortify Florida**, a suspicious activity reporting app, in Fall 2018.
- The app is now available to students and families across the state.
- "FortifyFL" automatically routes your tip report to the appropriate law enforcement agencies and school officials.



FORTIFYFL

[FortifyFL Click Here](#)



FORTIFYFL

Fortify FL is a suspicious activity reporting tool that allows you to instantly relay information to appropriate law enforcement agencies and school officials.

