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## HARASSMENT AND BULLYING -STUDENTS

### Background

The District affirms the right of all members of the school community, including employees, students, parents, and volunteers to work, learn, and consult in environments free from harassment and bullying. To this end, the district is committed to minimizing the risk associated with harassment and bullying, by providing healthy school environments in which fairness and respect are both taught and modeled.

This administrative procedure is explicitly directed toward the conduct of students in their interaction with other students. Also included in this administrative procedure is the harassment, intimidation, bullying, prejudice and discrimination directed at members of the school community by students.

Harassment and Bullying includes:

- Any inappropriate conduct or comment directed toward a person that the person knew or reasonably ought to have known would cause that person to be humiliated or intimidated.
- A course of conduct directed at a specific person that causes substantial emotional distress in such person and serves no legitimate purpose.
- Any unwelcome sexual comment, suggestion, gesture, or physical contact causing an uncomfortable working or learning environment for the recipient.
- Any sexual advance made by a person in authority that includes or implies a threat, or includes a reprisal made after the sexual advance is rejected.

### Definitions

**Bullying Behaviour:** A pattern of repeated aggressive behaviour, with negative intent, directed from one person to another, where there is a power imbalance. Bullying behaviour is a type of harassment and intimidation. This aggressive behaviour includes physical or verbal behaviour and is an intentional and purposeful act meant to inflict injury or discomfort on the other person.

**Cyberbullying:** Refers to bullying behaviour, which is carried out through the use of computers, smartphones or other connected devices to embarrass, hurt, mock, threaten or be mean to someone online. Cyberbullying is constantly evolving and changing with new technology and social media sites.

**Discrimination:** Refers to publishing, issuing, or displaying – or causing to be published, issued, or displayed – any statement, publication, notice, sign, symbol, emblem, or other representation that

indicate discrimination or an intention to discriminate against a person or a group or class of persons, or is likely to expose a person or group or class of persons to hatred or contempt because of any of the grounds listed above. It also refers to behaviour that denies a person a service customarily available to the public or to discriminate against a person or class of persons regarding a service customarily available to the public.

**Harassment:** Any unwelcome or unwanted act or comment that is hurtful, degrading, humiliating, or offensive to another person is an act of harassment. Of particular concern is such behaviour that persists after the aggressor has been asked to stop.

**Intimidation:** The act of instilling fear in someone as a means of controlling that person.

For example, any of the following behaviours could be considered intimidation:

- Verbal threats; threatening phone calls, threats of violence against a person or property.
- Physical threats; showing a weapon, jostling, threatening to punch, stalking or following.
- Defacing or stealing victim's property.
- Daring or coercing victim to do something dangerous or illegal.
- Extortion (demanding payment or goods for a victim's safety).
- Inciting hatred toward a victim.
- Setting up a victim to take the blame for an offence.

**Sexual Violence:** Any non-consensual, unwanted actual, attempted, or threatened act or behaviour, that is carried out through sexual means or by targeting a person's sex, sexuality, gender identity, or gender expression. This act or behaviour may or may not involve physical contact. Sexualized violence includes all forms of sexual misconduct, including but not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, and the distribution of sexually explicit photographs or video of a person without the consent of the person in the photograph or video.

### Procedures

#### 1. Procedures for Students

##### 1.1. Each school will:

- 1.1.1. Offer instruction on the nature of harassment and bullying in accordance with authorized Ministry of Education or locally developed curricula.
- 1.1.2. Establish procedures for students to follow whenever they are harassed or bullied. This applies to students while they are:
  - Attending school.
  - On the way to and from school.
  - In transit to and from school.
  - Attending a school function, regardless of location.

- 1.1.3 Annually, share the expected Student Code of Conduct with staff, students and families and identify means of reporting incidents of harassment, bullying, intimidation and discrimination.

### 2. Reporting

- 2.1. Students can report incidents of harassment, bullying, intimidation or discrimination through the [ERASE Bullying](#) website. A link to this website will be available on each school's website, with additional information provided by school administration.
- 2.2. Complaints can be made anonymously, but complainants should understand that anonymity may limit the investigation's effectiveness. Individuals lodging complaints may request confidentiality due to fear of retribution, and staff should honor these requests.
- 2.3. All staff are responsible for receiving complaints of harassment, bullying, intimidation and discrimination and for ensuring the most appropriate staff person is informed of the complaint.

### 3. Investigation

- 3.1. All complaints of harassment, bullying, intimidation and discrimination will be taken seriously and will be followed up in a timely manner.
- 3.2. In the event of an incident that potentially contravenes the Criminal Code of Canada, the RCMP will be contacted by the school principal or district administration to consult regarding appropriate action.
- 3.3. In cases where child abuse is suspected, a report will be made to the appropriate ministry.

### 4. Education

- 4.1. Such procedures shall be communicated to students and families annually and will offer means to:
  - 4.1.1. Emphasise the seriousness with which the district regards harassment, bullying, intimidation and discrimination.
  - 4.1.2. Provide definitions of harassment, bullying, intimidation and discrimination.
  - 4.1.3. Review expectations for student conduct with regards to harassment, bullying, intimidation and discrimination, including the obligation of students to report to adults incidents of harassment, bullying, intimidation and discrimination.

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- 4.1.4 Identify means to report concerns anonymously or to school administration.  
See [Parent](#) and [Student](#) reporting process charts for more details.

Reference: Sections 20, 22, 65, 85 *School Act*

Adopted: June 12, 2024

Reviewed:

Revised: