



Policy Name: **ANTI-BULLYING/HAZING**

Domain Area: Behavior Support Management

PROCEDURE

Anti-Bullying/Hazing

Introduction

Lad Lake strives to provide a safe, secure and respectful learning environment for all students and is committed to promoting understanding and appreciation of the cultural diversity of our society. Bullying/hazing has a harmful social, physical, psychological and academic impact on bullies, victims and bystanders. Lad Lake consistently and vigorously addresses bullying/hazing so that there is no disruption to the learning environment and learning process.

Definition

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attributes; physical or mental ability or disability; and social, economic or family status.

Bullying behavior can be: Physical (e.g. assault, hitting or punching, kicking, theft, threatening behavior) Verbal (e.g. threatening or intimidating language, teasing or name-calling, racist remarks) Indirect (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber bullying)

Hazing is any intentional or reckless act which endangers the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school/organization.

Hazing behavior can be: Any brutality of a physical nature such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any forced activity which endangers the physical health or safety of the student.

Prohibition

Bullying/hazing behavior is prohibited in the school, building, property and educational environments, including any property or vehicle owned, leased or used by Lad Lake. Educational environments include, but are not limited to, every activity under school supervision.

Procedure for Reporting/Retaliation

All staff members and school officials who observe or become aware of acts of bullying/hazing are required to report these acts to address it immediately with the child who is committing the acts. They are then required to notify the corresponding Unit Manager, who is required to complete an incident report. Any other person, including a student who is either a victim of the bullying or is aware of the bullying or any other concerned individual is encouraged to report the conduct to their assigned staff members and teachers. Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

Employees receiving a report of bullying/hazing shall immediately notify the Director of Youth Care Services to investigate the report. The following Lad Lake employees have been identified as investigators: Lead Teacher, Director of Youth Care Services, Program Therapists, Case Managers, and the Executive Director.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

Procedure for investigating reports of bullying/hazing

The person assigned to conduct an investigation of the bullying/hazing report shall, within one school day interview the person(s) who are the victim(s) of the bullying/hazing and collect whatever other information is necessary to determine the facts and the seriousness of the report. Parents and/or guardians of each individual involved in the bullying/hazing will be notified prior to the conclusion of the investigation. Lad Lake shall maintain the confidentiality of the report and any related student records to the extent required by law.

Procedure reviewed and approved by:



Steve Schmid, Director of Therapeutic Out of Home Care

4/11/23

Date

Jessica Waldron, CPO

4/11/23

Procedure Effective: 4/11/23

Revised and/or reviewed:

Approved Director: Steve Schmid, 4/11/23

Approved CPO: Jessica Waldron, 4/11/23

