



BULLYING

The Winter Sports School in Park City is committed to maintaining a school environment in which students may learn and study, without fear of bullying or hazing. In accordance with our mission statement and core values we strive to create a safe, positive and supportive school environment in which each student can enjoy their opportunities, academically, socially and athletically, and therefore **bullying or hazing in any form will not be tolerated.**

Every student has the right to feel safe from bullying at school. This is achieved by mutual respect, self-discipline, and self-responsibility. This requires that students show respect towards one another. Any student who believes he or she is the victim of bullying or observes incidences that might constitute bullying has the obligation to inform or report the incidence to a teacher or staff member. Once that teacher is informed, that teacher shall inform the Head of School. What is the difference between "ratting" and "reporting"? "Ratting" occurs when someone tells on someone else with the intent of getting them in trouble. Where, "reporting" involves a student telling on someone else to protect the safety of another student.

The Winter Sports School enlists the services of a professional psychologist who is available for consultation by students who believe they are subject to bullying and who may not wish to report bullying incidences directly to school staff members. The name and telephone number of the psychologist shall be available to the students in the administrative offices of the school. Counseling between a student and the school's psychologist is considered confidential; however, in the case of bullying incidences, the psychologist shall bring the matter to the attention of the Head Master so that the offending party and the incidence can be addressed as set forth herein.

Reports will be treated confidentially and only reported to others within the schools' community on a need-to-know-basis. However, in almost every circumstance the offending party will have to be informed to properly gather all relevant facts. Certain conduct, such as violent behavior, may constitute a violation of law requiring that it be reported to proper authorities. Under such circumstances, the faculty member or other person to whom the matter is reported will not be able to maintain the matter in confidence.

Definition of Bullying

Bullying is systematically and chronically inflicting physical hurt and or psychological distress on one or more students. It is intentionally repeating cruel incidents involving the same student(s). Bullying can also be a one time incident. What constitutes a bullying incident lies in the relationship between the perpetrator and the victim, and the intent of the interaction- mainly to cause distress to the victim. "Consent as a defense." Consent is no justification for bullying: i.e., the implied or expressed consent of a person or persons to bullying shall not be a defense against discipline under this policy.

Prohibited Conduct

1. Any act that involves physical brutality or physical aggression that causes or is reasonably likely to cause bodily danger or physical harm to an individual;
2. Any act that involves forced consumption of food, alcohol, drugs, or other substances, or any other forced physical activity that could endanger the physical health or safety of an individual;
3. Any activity that would subject an individual to extreme mental stress, extreme embarrassment, or extreme emotional harm, or any other forced activity that could endanger the mental health or dignity of the individual.



Bullying may be verbal, physical, or psychological:

Examples of common forms of bullying		
	Direct Bullying	Indirect Bullying
Verbal Bullying	taunting, teasing, name calling	spreading rumors
Physical Bullying	hitting, kicking, slapping, destruction or theft of property	enlisting a friend to assault someone for you
Nonverbal / Nonphysical Bullying	threatening or obscene gestures	excluding others from a group, manipulation of friendships, threatening e-mail

D. Owlets, *Bullying at School: What We Know and What We Can Do* (Cambridge, MA: Blackwell Publishers, Inc., 1993)

Reporting Requirements and Penalties

1. School personnel who become aware of hazing or related initiation activity shall report such incident immediately to school administrators so that prompt and appropriate action can be taken. School personnel who fail to report incidents of hazing to school or district administrators may face disciplinary action.
2. Students who observe hazing activities and fail to intervene or report the hazing to school officials may face disciplinary action for conspiring to engage in hazing.

Consequences

Each case will be treated on an individual bases. Depending on the circumstances one or more of the following strategies will be employed.

1st offense:

Interviews / parent conference / counseling / suspension (or expulsion)

2nd offense:

Interviews / parent conference / suspension (or expulsion) /counseling (needs to be completed before returning to school and parents are financially responsible)

3rd offense:

Interviews / parent conference / expulsion

Sources:

<http://www.bullybeware.com/moreinfo.html>

<http://www.sofweb.vic.edu.au/wellbeing/safeschools/bullying/antibullypol.htm>

D. Owlets, *Bullying at School: What We Know and What We Can Do* (Cambridge, MA: Blackwell Publishers, Inc., 1993)