

## Witnessed Bullying or Harassment?

- Seek immediate help from a teacher or other adult
- Report it to school personnel
- Speak up! Offer support to the victim and don't encourage the aggressor
- Write down what happened so you can be specific with school employees



## Safety Plans

- If a student is being bullied or harassed, request a safety plan to keep bullies away
- Ensure that the victim is not inconvenienced by the plan
- Request restorative and psychological interventions for the bully

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# BULLYING HARASSMENT AND DISCRIMINATION



# WHAT STUDENTS AND PARENTS CAN DO



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## What is Bullying?

**Definition:** Any acts, including those by electronic media, that are directed against a student by another student or group of students that:

- are repeated over time
- are meant to mock, humiliate, or frighten the student **and**
- occur on school property, on a school bus, at a school activity, or elsewhere and harm the victim's success in school

**Examples:** Name-calling, personally offensive Facebook posts, physical threats



## What is Harassment?

**Definition:** A verbal, written, visual, or physical incident, including those by electronic media, that is:

- meant to create an intimidating, hostile, or offensive environment **and**
- based on or motivated by:
  - ◆ Race or color
  - ◆ Religion or creed
  - ◆ National origin
  - ◆ Sex or gender identity
  - ◆ Marital status
  - ◆ Sexual orientation
  - ◆ Disability

- Harassment may be based on a characteristic of the student **or** the student's family
- Harassment can be for **actual or assumed** characteristics

## What Can I Do?

- Report the bullying or harassment incident to the school's "designated employee" for investigation
- Schools must write down your complaint, tell administrators about it, and give you a copy of the bullying/harassment policy
- Ask the designated employee to create a safety plan and send the investigation results to you within one week

## Don't Like the School's Decision?

- **Bullying:** Request a stronger safety plan and appropriate interventions for the aggressor
- **Harassment:** Write to the superintendent to demand an "independent review," and/or call the Vermont Human Rights Commission at **1-800-416-2010**