

**Vancouver Talmud Torah Association
("VTT" and the "School")**

Anti-Bullying Policy

Policy Number: S-2013-1

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Revision Date:

I Policy Statement

Vancouver Talmud Torah ("VTT") recognizes that students have the right to a positive, safe and secure learning environment free from harassment, bullying and intimidation and accepts that it has a duty to promote tolerance and respect for the rights of all who attend the school. [VTT also believes that the responsibility for student behaviour and conduct in schools is shared among students, staff and parents.]

II Definitions

"Bullying Behaviour": a pattern of repeated aggressive behaviour, with negative intent, directly from one person to another where there is a perceived 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. There are three critical conditions that distinguish Bullying Behaviour from other forms of aggressive behaviour including:

1. Power: involves a power imbalance. The power imbalance may be based on such elements as age, gender, ethnicity, size and strength, status within the peer group, or support from the peer group.
2. Frequency: is repeated overtime. Bullying is characterized by frequent and repeated events which create anticipatory fear in the mind of the person being bullied.
3. Intent to Harm: is intended to hurt. Individuals who bully generally do so with the intent to either physically or emotionally harm the other person.

"Cyberbullying": refers to the use of communication technologies (for example, email, cellphones, text messages, internet sites and instant messaging, etc.) to physically threaten, verbally harass, or socially exclude an individual or group.

"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.

Any of the following behaviours could be considered Harassment:

- condescending treatment that undermines another’s self-respect, name-calling, teasing, disrespectful comments
- gossiping, spreading rumours, “dirty” looks, social ridicule, public embarrassment
- social isolation (“freezing out” or rejecting others), exclusion from a group, threatening to withdraw friendship
- repeated unwanted communication
- unwelcome jokes, innuendoes, insults, or put downs; taunts about a person’s body, disability, religion, attire, age, economic status, ethnic or national origin
- insulting graffiti directed at an individual or group
- unwanted and uninvited sexual attention, particularly when it is intimidating, hostile, or offensive to the recipient.

“Intimidation”: Intimidation is 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

III VTT’s response to reports of bullying

1. The Principal or designate shall ensure that any complaint of Bullying Behaviour, Harassment, Cyberbullying or Intimidation is properly investigated and appropriate action is taken where the complaint is substantiated.
2. A student or parent may report Bullying Behaviour, Harassment, Cyberbullying or Intimidation to any adult at VTT.
3. All complaints of Bullying Behaviour, Harassment, Cyberbullying or Intimidation will be investigated.
4. VTT will remain in contact with the students and parents while investigating the events.

5. VTT will take any interim steps required to prevent Bullying Behaviour, Harassment, Cyberbullying or Intimidation pending the investigation.
6. VTT will meet with the alleged perpetrator and contact his/her parents.
7. In the event that a complaint is found to be fabricated or malicious, appropriate action will be taken.
8. VTT will develop and implement educational programs on Bullying Behaviour, Harassment, Cyberbullying and Intimidation for students, staff and parents.

IV Consequences

Students who are found to have engaged in acts of Bullying Behaviour, Harassment, Cyberbullying and/or Intimidation while at school, during school related activities on or off school property, or engaging in an act that has an impact on or connection with the school environment may be subject to consequences in accordance with VTT's Code of Conduct and may include, but not be limited to:

- Verbal reprimand
- Behavioural contract
- Restriction of privileges
- Detention
- Temporary withdrawal of certain privileges or participation in school activities
- In-school suspension
- Out of School suspension up to ten (10) school days
- Probation
- Referral to outside agency
- In-school suspension program
- Out of school suspension over ten (10) days
- Immediate removal from school premise pending a hearing
- Expulsion

Related Policies

- VTT Acceptable Use of VTT Resources Policy for Students
- VTT Conduct and Discipline Policy (Code of Conduct)