

## IMPORTANT DEFINITIONS

### ***Bullying:***

- Is when kids or school staff **repeatedly** and over time, hurt or scare kids **on purpose**.
- Is when one person has power to control or harm another person.
- Is a “Double D” (dangerous and destructive) behavior.
- Can happen anywhere and to anyone.
- Can hurt everyone!

### ***Cyberbullying:***

- Is bullying someone by using a computer (internet), telephone, cell phone or other electronic devices. It includes email, instant messages, text messages, and Internet postings, etc.

### ***Target:***

- Is the student who is being bullied, cyberbullied, or retaliated against.

### ***Aggressor:***

- Is the student or school staff member who is bullying, cyberbullying, or retaliating.
- Uses power to control or harm the target.

### ***Bystander:***

- Is a person who sees someone being bullied.

### ***Retaliation:***

- Is “getting back” at someone who reports an act of bullying.

***\*School staff includes, but is not limited to: teachers, administrators, paraprofessionals, school nurses, cafeteria workers, custodians, bus drivers, etc.***

## HISTORY OF THE PLAN

The creation of the Bullying Prevention and Intervention Plan was a community effort in North Reading. On May 3, 2010, An Act Relative to Bullying, Chapter 92 of the Acts of 2010 was approved by Governor Patrick. Sections 72-74 of Chapter 38 of the Acts of 2013 provided revisions. Prior to, and since that time, North Reading’s P.A.U.S.E. (Public Awareness and Understanding of Social Education) group, has met in order to address the concerns about bullying prevention and intervention. The group includes staff members from all schools, parents, administrators, local officials, law enforcement, local community groups, and community members. An initial draft of the plan was developed in October, 2010. After review and revisions, the School Committee offered an approved document for public comment. Community forums took place in November and the final document was submitted to the DESE in December, 2010.

***The complete Bullying Prevention and Intervention Plan can be found online at:***

[www.north-reading.k12.ma.us](http://www.north-reading.k12.ma.us)

***Incident Reporting Forms can be downloaded and submitted to a school administrator.***

Mr. Michael Maloney – Principal (Batchelder)  
Dr. Glen McKay – Principal (Hood)  
Mrs. Christine Molle – Principal (Little)

***To make anonymous reports please send your letter via U.S. mail to:***

Mr. Sean Killeen  
Assistant Superintendent  
North Reading Public Schools  
189 Park Street  
North Reading, MA 01864



# North Reading Public Schools

***A Kid’s Guide to***

## ***Bullying Prevention and Intervention***



**In our schools, bullying is NOT allowed! School is a safe place for our students to learn and grow. We will respect ourselves and one another, and appreciate our individual differences. Our expectation is that everyone is treated with respect and kindness.**



**Have Pride in YOU!**



## TYPES OF BULLYING

### **Verbal:**

Repeated name-calling and teasing.

### **Social:**

Repeated spreading of rumors, leaving people out on purpose, breaking up friendships, and taking what doesn't belong to you.

### **Physical:**

Repeated hitting, punching, shoving.

### **Cyberbullying:**

Repeated inappropriate use of the computer or electronic device (i.e. cell phone, iPod, etc.

### **Retaliation:**

Getting back at someone that reports an act of bullying.

## WHAT SHOULD YOU DO?

- ♦ **Report bullying. Tell someone you trust like a teacher or a parent.**
- ♦ **Be a good friend.**
- ♦ **Be a good school citizen.**
- ♦ **Don't stand by while others are bullied.**
- ♦ **Speak up against bullying.**
- ♦ **Don't blame yourself.**
- ♦ **Don't bully back.**

## WHAT WE WILL DO

### **Step One: Safety**

- ♦ Speak to the target and make sure he/she is safe.
- ♦ Speak to the parents of the target and aggressor.

### **Step Two: Investigation**

- ♦ Identify everyone involved.
- ♦ Speak to everyone involved in a timely manner and gather information.

### **Step Three: Determination**

- ♦ Based on the information, decide the next steps.
- ♦ Figure out how to prevent it from happening again.
- ♦ Determine if disciplinary action is needed.

### **Step Four: Disciplinary Action**

- ♦ If appropriate, take steps to discipline the target according to the student handbook, state, and federal law.

### **Step Five: Obligations to Notify Others**

- ♦ Speak to other school personnel and inform the Superintendent of Schools.
- ♦ If necessary, call the police.

### **Step Six: Closing the Complaint**

- ♦ Follow up with the target to make sure he/she is safe. Provide ongoing support to help the student return to a regular (and safe) school day environment.

***"Accept each other's differences,  
respect each other's choices,  
be a good friend!"***



## FREQUENTLY ASKED QUESTIONS

### ***How do I file a report?***

If you feel bullied or see someone else being bullied, the best thing to do is tell a responsible adult. That adult will then help you through the next steps.

### ***What happens if a bullying incident happens outside of school?***

The law allows schools to get involved if it is creating an unsafe or disruptive environment at school, or if the situation is interfering with your ability to learn.

### ***What can be done to protect my identity if I report bullying?***

You will remain anonymous to a certain extent. The school must have all the necessary information to investigate and address the matter.

### ***Can the police ever get involved?***

Yes, depending on the severity of the situation, the police may get involved. So, don't be afraid to speak up.

