

Fond du Lac School District

- 2009 Wisconsin Act 309 requires all school districts to have policy that prohibits bullying.
- The Fond du Lac School District Board of Education Policy 5517.01 prohibits bullying behavior on school district property or at school-related functions. The entire policy can be accessed at www.fonddulac.k12.wi.us
- To report an incident report of bullying, please complete a “Bullying Incident Report” form, by contacting the office or online found at: www.fonddulac.k12.wi.us/article/bullying-incident-report-form/1498
- Questions or concerns, please contact **Amy Rettler** 920-929-2828

Bullying creates a source of fear that interferes with a youth’s social, emotional, behavioral and academic development.

Bullying occurs in any environment where youth are. It is everyone’s responsibility to keep all youth safe.

By working together, families, schools, and communities can prevent, identify, and respond to bullying to keep our children healthy and safe.

Where can I learn more about bullying and cyber bullying?

- www.stopbullying.gov
- www.cyberbullying.us

Youth that are bullied, observe bullying or bully others may experience social, emotional, or behavioral problems. If you have a concern, talk with the teacher, principal, or counselor at the youth’s school, the youth’s physician, or a mental health professional in the community.

Visit www.csifdl.org for more information on supporting positive youth development.



Evans Elementary School



Visit www.csifdl.org for more information on supporting positive youth development.

Bullying is defined as any willful, persistent, or deliberate act or attempted act, through the use of words or actions, which are intended to cause physical injury, emotional distress/suffering, or property damage, or which negatively impact the youth's environment.

Understanding bullying:

- Bullying is not a normal rite of passage
- Bullying has serious & long-lasting consequences for the youth that is bullied, the youth this bullying others, and youth that witness bullying
- Bullying can be:
 - Physical (hitting, punching, kicking, theft)
 - Verbal (threatening, intimidating, or racist language, teasing or name-calling)
 - Indirect (spreading rumors, intimidating gestures, social exclusion),
 - Cyberbullying (sending insulting messages through electronic means)
- Parents, teachers, and other concerned adults can keep lines of communication open with youth: check in from time to time and listen to concerns they may express.
- Youth that stand by and do nothing about the bullying are just as much to blame as the person that is bullying.
- Parents, teachers, and other concerned adults can teach youth to stand up to bullies by practicing what to say & do (example: say, "Stop. This is not ok," walk away & talk to an adult
- Our school is a Positive Behavior Interventions & Supports (PBIS) school and our expectations include being safe, responsible and respectful. Bullying behavior is not safe, responsible or respectful and will not be tolerated.

Warning Signs for Bullying:

Youth the observe bullying may exhibit warning signs similar to youth that are bullied:

- Appears sad, moody, anxious, or depressed
- Changes in the way they usually act
- Changes in eating, sleeping or other habits
- Changes in self-confidence and self-esteem
- Express feelings of fear, loss of control, or unsafe
- Increase/decrease use of device, ie. texting

Youth that are bullying others may exhibit warning signs:

- Becomes violent with others
- Gets into physical or verbal fights with others
- Is sent to the principal's office frequently
- Has extra or new belongings, money or items
- Blames others for problems
- Does not accept responsibly
- Is friends with others who bully
- Always want to be the best or winner
- Strong emotional responses to electronic communication
- New social media accounts frequently created

Youth that are bullied may exhibit a range of warning signs:

- Damaged or missing clothes, belongings, or items
- Unexplained injuries
- Complains of frequent aches (stomach, head, body)
- Changes in eating, sleeping or other habits
- Appears sad, moody, angry, anxious or depressed
- Talks about feeling helpless or suicidal
- Blames self for problems
- Changes in the way they usually act

****It is common for youth to take on more than one role in bullying situations. For example, a youth that has observed bullying may also be a victim or bullying or be a bully to others.****

Responding to incidents of Bullying:

- Develop clear expectations for behavior at home, school and community; establish a climate that does not tolerate bullying
- Teach youth to remember to ACT:
 - A—action (Tell bully to stop, get help)
 - C—Care (Take care of immediate needs)
 - T—Talk (Report to a trusted adult)
- Immediately put a stop to the bullying by saying "STOP! Knock it off.," and walk away from the situation
- Teach the expectation that students that observe bullying must become UP-STANDERS people who will not stand by & let bullying happen in their school
- Teach youth to report bullying immediately.
- Document, screenshot electronic communication to show repeated behaviors
- In our school , parents, teachers, and students can report bullying by completing a "Bullying Incident Report" form, found www.fonddulac.k12.wi.us/uploads/Bullying_Incident_Report_page1_2_pdf
- If incident involved a physical injury or threat of harm, contact local law enforcement.

Is It Rude, Mean, or Bullying?

- When someone says or does something unintentionally hurtful, once. That is rude.
- When someone says or does something intentionally hurtful, once. That is mean.
- When someone says or does something intentionally hurtful, repeatedly. That is bullying.