

**CPS
Anti-Bullying
Policy &
Procedures**



The Board asks every Chicago Public School (CPS) student, with the support of his/her parent(s), guardian(s) and the adults at school, to commit to the following principles, which will apply to everyone on school property and at school-related activities:

1. I will not bully others.
2. I will try to help anyone I suspect is being bullied.
3. I will work to include students who are left out.
4. If someone is being bullied, I will tell an adult at school and an adult at home.

Bullying Definition

CPS Definition: any physical or verbal act, including communications made in writing or electronically, directed toward a student or students, and **meets ALL** of the following criterion:

- (1) Imbalance of power
- (2) Severe or pervasive
- (3) Intent was to cause harm
- (4) Behavior has detrimental effects on targeted student

Types of Bullying

Bullying take various forms, including

- Harassment
- Threats
- Intimidation
- Physical violence
- Sexual harassment
- Theft of student property
- Public humiliation
- Destruction of student property
- Retaliation for asserting themselves or alleging prior bullying

Parent Factsheet: Bullying

What is bullying? Bullying happens when someone hurts or scares another person on purpose and the person being bullied has a hard time defending him/herself. Usually, bullying happens over and over.

All bullying is disrespectful, but not all disrespectful behaviors are bullying.

Peer Conflict

- Equal balance of power
- Accidental - often arises from social dynamics
- Seeking resolution – both parties trying to get what they want
- Back and forth
- Frustration and anger shared by all parties
- Efforts to solve problem

VS

Bullying

- Unequal balance of power
- Purposeful – intent to harm or humiliate
- One party seeking power, control, or materials
- One-sided
- Strong emotional reaction from one person
- No effort to solve problem



Peer Conflict

“Peer Conflict” means disagreements and oppositional interactions that are situational, immediate and developmentally appropriate.

When school employees are aware of peer conflict, they are expected to guide students in developing new social skills, learn personal boundaries and peaceably resolve conflict, and to model appropriate social interactions.

Bullying Investigation Protocol

Open the Investigation

- ★ Ensure safety of alleged targeted students
- ★ Initiate investigation within 5 school days of its receipt
- ★ Notify parents of all students using the CPS Bullying Notification Template - DO NOT use the names of students

Gather Information

- ★ Individual interviews in a private setting with all involved parties. This includes the student targeted, the student alleged to have engaged in bullying behavior, and witnesses (students and adults)
- ★ Complete within 10 school days

Establish Outcome

- ★ Determine if the bullying report is **substantiated or unsubstantiated.**
- ★ Communicate outcome using Bully Investigation Outcome Template.
- ★ Support the targeted student(s)
- ★ Determine the proper response under the SCC for substantiated bullying behaviors

Bullying Allegation Template

Dear [Parent/Guardian Name],

This letter is to inform you that we have received allegations of bullying involving your student. We will be conducting a thorough investigation pursuant to the Chicago Board of Education Anti-Bullying Policy and we will issue a final determination within ten (10) school days. The school must protect the privacy of other students involved in the allegations, and thus, the information you receive about other students will be limited.

Please contact me at [insert school number] with any questions or concerns.

Sincerely, Principal

Bullying Outcome Template

Dear [Parent/Guardian Name],

This letter is to inform you of the findings of our investigation into the bullying allegations reported on [insert date]. We conducted a thorough investigation pursuant to the Chicago Board of Education Anti-Bullying Policy and have determined that the allegations are [substantiated/unsubstantiated].

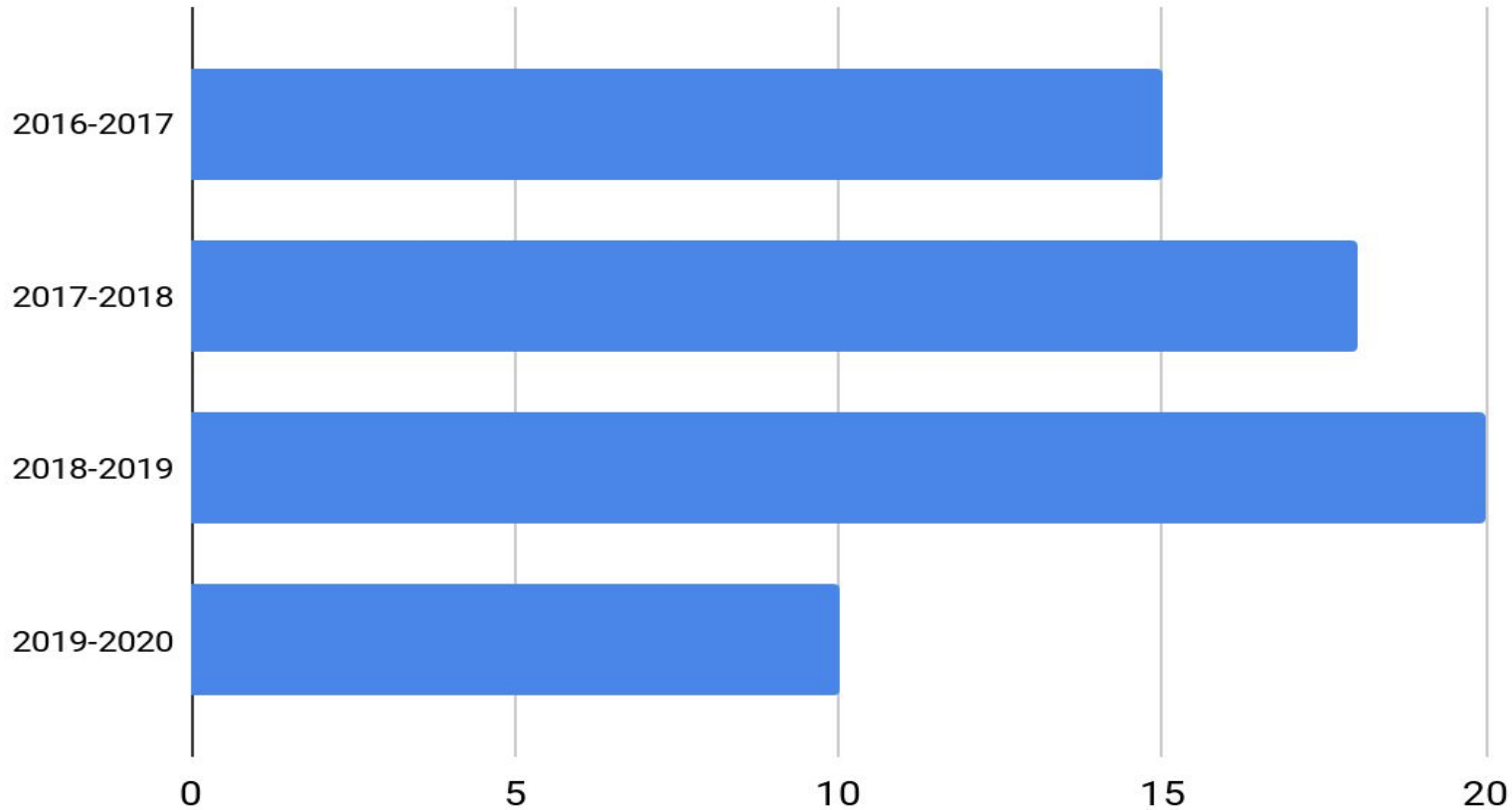
[For substantiated allegations – This incident will be handled in accordance with the Student Code of Conduct.]

[List supports/services being provided or offered to the student].

If you are not satisfied with the outcome of this investigation, you may appeal to the Office of Student Protections and Title IX (OSP) within 15 calendar days of this notification. OSP may be contacted by calling (773) 535-4400 and is located at 110 N. Paulina Street, Chicago, IL 60612.

Sincerely, Principal

Garvy Bullying Statistics



Preventing Bullying

- We have developed a supportive school climate which include clear expectations
- We reinforce social and emotional skills (SEL) for all students and have established classroom and school-wide practices that promote relationship building
- Garvy has established predictable responses and effective, restorative disciplinary practices that address root cause, teach skills, build empathy, and repair harm based on CPS policies.
- All school stakeholders play a role and must speak out when they see or hear bullying, degrading language, and bias or prejudice



Helpful Resources

CPS Anti-Bullying Policy

<http://cps.edu/Pages/StudentCodeofConduct.aspx>

CPS Violence Prevention Hotline

1.888.881.0606

CPS Student Safety Center

773.553.3335

CPS Family & Community Engagement Hotline

773.553.3223

CPS Crisis Management

773.553.1792

National Suicide Prevention Lifeline hotline

1.800.273.TALK (8255)

Additional Information

Stop Bullying: www.stopbullying.gov

It Gets Better Project: www.itgetsbetter.org

Cyber Safety: www.common sense media.org

