

## GLENDORA UNIFIED SCHOOL DISTRICT ANTI-BULLYING POLICY

Every student is entitled to a safe school environment free from discrimination, harassment, and intimidation and bullying. Glendora Unified School District is committed to making sure that every child is educated in schools free of discrimination, harassment, intimidation, and bullying.

### What is **Bullying**?

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

### Types of Bullying:

- Physical bullying
- Verbal bullying
- Social or relational bullying
- **Cyberbullying**
- Sexual bullying
- Bias or hate motivated bullying
- Hazing



### How do I tell if a behavior is bullying? The “Bullying Behavior Test.”

Bullying is a form of violence that includes

- Unwanted, aggressive behavior
- A real or perceived imbalance of power between student(s) doing the bullying and the student(s) being bullied
- Behavior that is repeated, or has the potential to be repeated, over time

Typically, a behavior must meet all three of the tests listed above to be considered bullying. Many typical children’s behaviors such as teasing, rough play, and many other physical, verbal, or social behaviors and incidents are not considered bullying because they do not meet some or all of the criteria in the bullying behavior test.



## As a Parent, what do I do if I suspect that my child is being bullied?

- Talk to your child and find out the facts of what is going on.
- Listen lovingly and patiently.
- Support your child and provide re-assurance that you love them and that there is nothing wrong with them.
- IMMEDIATELY report the behavior to your child's teacher, counselor, or principal.
- Provide the school officials with the facts and evidence that you have. This may include what your child told you, what you witnessed, copies of emails, text messages, etc.
- Cooperate with the school official who is doing the investigation.
- DO NOT do your own investigation.
- DO NOT confront the other child or children who are involved.
- DO NOT confront the other child or children's parents.

## What is GUSD's policy regarding harassment, non-discrimination, and bullying?

The Glendora Unified School District's policy (*GUSD Board Policy 5145.3*) on Bullying can be accessed on the GUSD website, [www.glendora.k12.ca.us](http://www.glendora.k12.ca.us). Copies are available in the school office.

1. Glendora Unified School District prohibits bullying. This includes, but is not limited to, discrimination, harassment, intimidation and bullying based on the actual or perceived characteristics set forth in Penal Code section 422.55 and Education Code Section 220, and disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. Bullying is defined in Education Code section 48900 (r).
2. School personnel must immediately intervene if they witness an act of discrimination, harassment, intimidation or bullying, provided it is safe to do so.
3. Acts of discrimination, harassment, intimidation or bullying should be brought to the attention of the principal.
4. You may make an anonymous complaint by contacting the principal or the District's Nondiscrimination/Anti-bullying Director or the GUSD Tip Line at (626) 963-1611 Ext. 418. You may also go online at [www.glendora.k12.ca.us](http://www.glendora.k12.ca.us) and complete the uniform complaint form and turn it into a district official.
5. Complaints will be considered confidential. However, it may be necessary to discuss certain information in order to effectively investigate.
6. Students who violate the District's policies on discrimination, harassment, intimidation, and bullying may be subject to discipline, including suspension and expulsion.
7. The District prohibits retaliation against individuals who make complaints or provide information related to such complaints.
8. Students and parents also may contact the District's Nondiscrimination/Anti-bullying Coordinator who is the Director of Student Services at the District Office, (626) 963-1611 Ext. 329.

**Tip Line-** (This Tip Line is anonymous) If you have information leading to suspected bullying, fraud, theft, discrimination, etc., please call **(626) 963-1611 ext 418** and leave a message after the tone. Please leave any important information of the incident you are reporting, such as date, time of day, location, and description of individuals.