

Kelsey School Division
Box 4700
The Pas, MB R9A 1R4

Code: JGC

BULLYING

1. Bullying other students will not be tolerated.

Bullying occurs where a student is subjected to repeated, harmful behaviors by another student or students. Bullying may take the form of physical, sexual or psychological assault, verbal harassment, rejecting or humiliating behavior or threatening behaviors or cyberbullying.

2. Students deemed to have bullied other students:

- a) shall be disciplined in accordance with the school's discipline policy and in accordance with the School Division's student disciplinary process.

- b) where bullying continues after the application of the school's discipline policy, students shall be subject to an individual behavior improvement plan created by the school team and parent(s)/guardian(s). The Behavioral Improvement Plan shall outline consequences applied progressively. Should the implementation of a behavior improvement plan be insufficient to correct the student's behavior, a Behavior Intervention Plan for the student will be developed.

A Behavior Intervention Plan shall include the following:

- a) purpose of the plan
- b) programming needs include alternate placements
- c) intervention (reactive, proactive)
- d) supports
- e) outcomes and evaluation.

3. Where there is insufficient evidence of improvement in the student's behavior as indicated by repeated disciplinary action such as school suspension, the school administrator may refer the student through the Superintendent to the Board of Trustees. The student will be suspended immediately from the School Division for the length of time required by the student to appeal the decision of the school and the Superintendent.
4. Notification of due process will be given to:
 - (a) parents/guardians for students under age of 18 years
 - (b) student if over the age of 18 years.

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5. Documentation will be included in the in-camera portion of the Board agenda. The documentation will include recommendation(s) from the school administrator, who may be present to support the recommendation(s) should they so choose.
6. Present at the interview must be the student and, if the student is under age 18, a significant adult.
7. Should the Board decide to reinstate the student, the school administrator and the student, parent/guardian will comply with the terms of re-admittance as established by the Board.
8. A re-entry meeting involving the school student, parents/guardians (if required), and other appropriate personnel/agencies as necessary, must be held for all students suspended through Board process.
9. Any deviation from the terms of re-admittance may result in immediate expulsion in accordance with the Public Schools Act, Section 48(4).
10. When bullying reaches a severity of a criminal offence, the Board may move to expulsion immediately.