

NAPOLEON MIDDLE SCHOOL

VIOLENCE PREVENTION POLICY

I. Philosophy Statement – Respect, Dignity, and Safety

A. Rights of Students and Staff

- It is the policy of the District of Napoleon to provide a safe, nurturing, and educational environment for all of its students.

B. Zero-Indifference Statement

- For this reason, no form of aggression will be tolerated in school, at school activities, or by anyone at this school. No one is entitled to engage in aggressive and mean behavior. Aggressive and hurtful behavior is not okay, and we will not tolerate it here.

C. Definition of Aggression, Bullying, and Harassment

- Harassment is defined as inappropriate conduct that is repeated enough, or serious enough, to negatively impact a student's educational, physical, or emotional well being.
- Bullying is defined as aggressive behavior that involves unwanted, negative actions. It involves a pattern of behavior repeated over time, and involves an imbalance of power or strength.
- Aggressive behavior includes, but is **not limited** to:
 - i. Any form of physical violence such as hitting, shoving, tripping, kicking, spitting, pinching, poking, etc.
 - ii. Interfering with, hiding, damaging, extorting, or stealing another's property
 - iii. Offensive, insulting, or obscene gestures with hands, fingers, or face
 - iv. Name-calling, put-downs, humiliating remarks, taunting, offensive graffiti, notes, or e-mails, profanity, threats of emotional or physical harm, insulting a person's family, religion, ethnicity, or disability.
 - v. Undermining the person's relationships with others by arranging social exclusion and shunning, spreading rumors, humiliation, gossip, forcing others to act against their will.
 - vi. Any form of racial, cultural, or sexual harassment.

II. Staff Action

A. When Aggression has been witnessed by staff member

- All staff members who witness aggression will take immediate action to intervene with any person or groups of persons using or threatening to use violence. Staff will confront and stop the behavior immediately. Behaviors on the aggressive behavior rubric will be documented and reported to administration using the Aggressive Intervention Report. Consequences will be determined and administered based on the school district's pre-established consequence rubric for aggressive behavior and the Code of Conduct.

B. When Aggression has been reported to a staff member

- When a staff member has not directly witnessed aggression, but a student or bystander or target has reported it, the staff member has the responsibility to take action. The staff member should gather basic information including who was involved, what happened, where the incident occurred, when it got started and how often it has been happening, and the names of any witnesses or bystanders who might have seen the incident. The alleged incident should be documented using the Aggressive Intervention Form and given promptly to the principal or designee. The incident will be investigated in a timely manner, and a plan of action/consequences will follow as deemed appropriate. The confidentiality of students reporting will be upheld when the alleged perpetrator is questioned.

III. Student Action

- When a student is a target of aggression, he or she is encouraged to tell a staff person. It is acceptable for students to inform any staff person with whom they feel comfortable sharing this information. It is the staff member's responsibility to report the complaint to the appropriate school personnel using the Aggressive Behavior Intervention Form. The confidentiality of reporting students will be upheld.
- When a student has witnessed an aggressive act, including bullying and harassment, he or she is encouraged to act as a responsible bystander by telling a staff person. Reporting aggression when it occurs helps break the code of silence. Student bystanders are also encouraged to speak out directly against the aggression if it is safe to do so and offer support to the target.

IV. Parent Action

- If a parent has been told by his/her child that the child has been the target of aggression, parents should encourage their child to report the incident to a staff member. If the student can not or will not do so, parents should inform the school authorities directly. If possible, a written record of the incident should be brought to school. PARENTS SHOULD NEVER SUPPORT OR CONDONE RETALIATION ON THE PART OF THEIR CHILD. Parents should also encourage their child to inform the school of any cases of known aggression, particularly bullying or harassment, when their child was a direct witness.

V. Consequences for Aggression

Pre-established consequences will be assigned for acts of aggression, as well as for threats or acts of retaliation against any person who reports aggression, bullying, and harassment. Consequences will increase in severity for real or threatened reprisal. Consequences will also be given for false accusations of aggression, bullying, and harassment. Consequences are escalating for repeated and for more severe acts of aggression. If aggressive behavior is intentional, repeated, and involves an imbalance of power between the people involved, it will be considered bullying/harassing behavior. Bullying and harassing behaviors may result in increased disciplinary action. Consequences for aggression will follow the rubric and/or the Code of Conduct developed by the district. Some of these consequences may include:

- Verbal Intervention
- Documentation
- Meeting with the principal
- Student calls parents or guardians
- Written notification to parents or legal guardians
- Restriction of informal time with friends including supervised silent lunch detentions
- Completing a “think it over” form.
- In-School suspensions, out of school suspensions, or Saturday School
- Conferences with the principal, counselor and parent to establish an individual behavior plan.
- Notifying the superintendent when appropriate
- Notifying law enforcement officials when appropriate
- Recommendation for transfer to alternative school.
- Recommendation for expulsion.

In cases with significant circumstances, the administration reserves the right to deal with the offense on an individual review basis. At the discretion of the administrator, consequences assigned may be more severe based on the seriousness of the action, severity of the result of the infraction or prior offenses.