

LINCOLN HIGH SCHOOL NO BULLY POLICY

Our school's social vision statement

At Lincoln High School we will promote human kindness and acceptance of all.

Why we implemented a school-wide system to stop bullying

Bullying stands in the way of our social vision statement; therefore, our school has adopted the No Bully System for preventing and responding to bullying during the school and after-school program, at school field trips, school sponsored events, and when students are traveling to and from school. Lincoln High School does not tolerate bullying for any reason, as it is against the law. This schoolwide system applies to all students, teachers, staff, specialists, and anyone who works on our campus, whether employed by the school or district, or working as contractors or volunteers pursuant to Lincoln Unified School District's (LUSD) anti-bullying policy.

What is bullying?

Bullying occurs when a student, or group of students, repeatedly tries to hurt, humiliate or gain power over another less powerful student in any of the following ways:

- **Physical bullying** is when a student uses physical force to hurt another student e.g. by hitting, pushing, shoving, kicking, taking a student's belongings or stealing his/her money or any other possession.
- **Verbal bullying** is when a student uses words, images or gestures to intimidate or humiliate another student e.g. by taunting, name-calling, teasing, put-downs, insults, threats and blackmail.
- **Relational bullying** is when a student excludes or isolates another student e.g. through leaving the student, manipulating others against him/her, or spreading false rumors or gossip.
- **Cyberbullying** is when a student uses his/her cell-phone, text messages, e-mails, instant messaging, the Internet or social media to write derogatory comments or threaten shame or isolate another student. It includes breaking into a student's electronic account and assuming that student's identity in order to damage his/her reputation.

How students can end bullying

The students at Lincoln High School have agreed to join together to treat others with respect both online and face-to-face, so that we keep our campus bully-free.

All students agree to:

- Value student differences and treat others with respect both online and face-to-face.
- Bully Prevention in Positive Behavior Support curriculum uses a method called Stop,

Walk, Talk when I or others around me are the target of bullying. Stop means to ask the person to stop when they experience problem behavior or when they see another student experiencing problem behavior. Walk means to walk away when students experience continued problem behavior or when they see another student experiencing continued problem behavior. Talk means reporting the problem behavior to an adult after Stop and Walk has been used without success in solving the problem behavior.

- Talk to any trusted adult and ask for help if I cannot safely stop the bullying.
- Never take revenge or ask someone to hurt a student that has reported bullying.

Bullying causes pain and stress to students and is never justified or excusable as “just teasing” or “just playing.” When a student stands by doing nothing, or laughs or posts comments online when others bully, he/she is participating in bullying.

Our school takes a problem-solving approach to bullying. We have staff members trained as **Solution Coaches** to bring together a Solution Team of students and ask them to assist in resolving bullying situations. Most Solution Teams successfully resolve bullying situations after one or two meetings without using punishment.

Staff, Teacher, and Parent Response to Student Bullying


Our school follows the No Bully System to prevent and respond to bullying and harassment.

Level 1 – Prevent & Interrupt & Refer (if necessary)

- All teachers, staff, students and volunteers support a campus-wide system for preventing and responding to bullying.
- Teachers and staff members are encouraged to watch out for students who appear to be isolated from other students, who are put down by other students behind their back, or who show signs of being bullied.
- If any teacher or staff member witnesses an act of bullying, he/she shall take immediate steps to intervene and redirect students, provided it is safe to do so.

The steps the teacher or staff member should take are:

- Name the behavior for what it is e.g. “That’s a putdown.”
 - Speak to the intention behind the words or gestures e.g. “that was meant to hurt”.
 - Explain the values that their behavior offends – remind them of the school social vision.
 - If more time is needed to resolve the situation, please do so.
- If bullying appears to be ongoing teachers and staff members will notify the Academic Success Center Counselor within 24 hours (or as soon as reasonably possible).
 - If a parent or guardian knows or suspects that their teen is being bullied, the parent/guardian should encourage their teen to ask the bully to stop if safe to do so or seek help from any

trusted adult on campus. If this does not resolve the situation, the parent/guardian should report the incident. You can go to the Lincoln High School website (www.lincolnhigh.org) (click on the yellow heart/hand symbol ) and submit a report; or you may write a written report and turn it into the Student Service Center. This report will be given to the Assistant Principal that the student is assigned to; you may instead choose to call the secretary the student is assigned to in the Student Service Center to report; or come to the school site and report in person. The school can only provide assistance if we are informed as to what is happening.

Level 2 – Solution Team, Progressive Discipline and other responses

- The ASC Counselor works with school staff to investigate and resolve the situation and shall ensure that any report of bullying and its resolution is documented in the school information system.
- Our school uses a variety of methods to resolve ongoing incidents of bullying:
 - **We may refer for Adult Mediation.** A teacher or staff member would provide a solution-focused approach by bringing the target and bully together to resolve the situation. This method would be used based on approval from the target.
 - **We may refer to Peer Mediation.** A trained student in the Peer Mediation class would mediate the bullying situation between the target and bully. The Peer Mediation teacher monitors this process and will intervene if necessary. This method would be used based on approval from the target.
 - **We may refer the target of bullying to get help from a school Solution Coach.** Solution Coaches are teachers and staff members who have been trained to bring together Solution Teams of students-including bullies, bystanders, and positive student leaders-without using punishment to bring the bullying to an end. The Solution Coach records progress using a Solution Team Log. The incident and the resolution of the bullying situation shall be reported to the student's Assistant Principal and will be documented in the school information system.
 - **We may use progressive discipline to redirect bullying students depending upon the severity of the bullying.** If the bullying issue continues after the intervention has been tried, it then goes to the Assistant Principal level for review. The Assistant Principal will meet with the bullying student to investigate the continuous bullying; The Assistant Principal will inform the student of the next steps that will be taken to address the bullying incident the Assistant Principal may contact parents/guardians if the administrator deems it necessary.

Level 3 – May Implement an Empathy-Building Action Plan

If a pattern of bullying is apparent across an entire class, the Solution Coach brings together relevant school staff to implement a plan to teach respecting the differences of every student, every day.

Timeline for Complaints under this Policy

The Academic Success Center Counselor (ASC) and Safe and Drug Free Schools Coordinator are notified of the bullying complaint either through online, written, or a verbal referral.

- The ASC Counselor or Safe and Drug Free Schools Coordinator will gather information of the incident from the target within 24 hours.
- The ASC Counselor or Safe and Drug Free Schools Coordinator will assess the incident from the information gathered and make a decision on which intervention method needs to be utilized to resolve the incident.
- The ASC Counselor or Safe and Drug Free Schools Coordinator will notify the Assistant Principal of the incident and document it in the school information system.
- The ASC Counselor or Safe and Drug Free Schools Coordinator will follow-up in a timely manner to ensure the incident has been resolved. The target will be informed they can come in immediately if the bullying continues before the follow-up meeting.

If the school's intervention does not resolve the bullying, the student or their parent/guardian should inform the Assistant Principal. If the student or parent/guardian disagrees with how the school has responded to a complaint of bullying, he or she may appeal by calling the Lincoln Unified School District (LUSD) Director of Child Welfare and Attendance, Suzanne Fagundes, at 209-953-8727.

It is the policy of the Lincoln Unified School District not to unlawfully discriminate on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, color, religion, marital status, age, or mental or physical disability in the educational programs or activities which it operates.