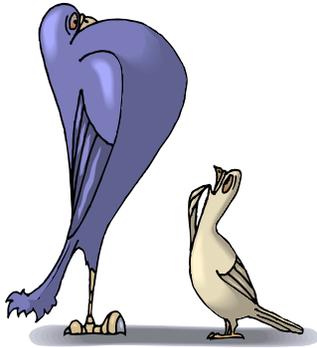


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*COCHRANE HIGH SCHOOL*  
**HARASSMENT & BULLYING GUIDE**

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*Cochrane High School is committed to providing an environment which promotes the dignity and worth of all individuals of diverse backgrounds and needs. We have the responsibility in the prevention of harassment or bullying. All staff of Cochrane High School have a personal responsibility in discouraging unwanted or unacceptable behaviours in an effort to create an environment of greater respect, equity and dignity within our school.*

*Harassment is a form of discrimination and is prohibited by law.*

**For These Purposes Harassment or Bullying Will Not Be Tolerated.**

## Q & A:

### Am I or a friend being teased OR harassed?

#### TEASING

1. *Isn't intended to hurt the other person.*
2. *Maintains the basic dignity of everyone involved.*
3. *Pokes fun in a light-hearted, clever and benign way.*
4. *Is meant to get both parties to laugh.*
5. *Is only a small part of the activities shared by students who have something in common.*
6. *Is innocent in motive.*

The teasing is discontinued upon mutual understanding or when the person being teased becomes upset or objects to the teasing.

#### HARASSING/BULLYING/TEASING

1. *Is based on an imbalance of power and is one-sided: the bully taunts, the bullied student is taunted.*
2. *Is intended to harm.*
3. *Involves humiliating, cruel, demeaning, or bigoted comments thinly disguised as jokes.*
4. *Includes laughter directed at the student, not with the student.*
5. *Is meant to diminish the sense of self-worth of the student.*
6. *Induces fear of further taunting or can be a prelude to physical bullying.*
7. *Is sinister in motive.*

The bullying/harassment/taunting continues especially when the targeted person becomes distressed or objects to the taunting/bullying.

### **What is Harassing/Bullying?**

*Harassing or bullying is not the same as teasing. Harassing goes beyond just teasing. Harassing or bullying is a pattern of behaviour that is meant to hurt, embarrass and frighten another person. Examples of such behaviour include:*

- ❖ *Spreading nasty rumours about a person*
- ❖ *Name calling*
- ❖ *Putting people down*
- ❖ *Excluding someone from a group*
- ❖ *Making threats*
- ❖ *Physical assaults*
- ❖ *Unwanted sexual comments, gestures or contact*

### **Where is Harassment or Bullying taking place?**

*Harassment/ bullying often takes place in areas where there are few Teachers or other adults. This may take place on or at the school grounds, cafeteria area, snake-pit, hallways, washrooms, locker rooms, buses and waiting areas for buses. Bullies do this because they know it will be harder for the students they are harassing to do anything about it.*

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## **Who are the Bullies?**

*Bullies are students who need to show that they are stronger and more powerful than other students. Bullying is a way for them to meet this need. Bullies tend to be less empathetic towards others; they have less concern for other people's point of view. Bullies can be male or female.*

## **What will be done when harassment/bullying is reported to the school?**

*Harassment or bullying is covered within our School Discipline Code in the Student Handbook. Cochrane High School will respond strongly and appropriately with respect to these inappropriate actions or behaviours. Administration will investigate, meet with the offending students, involve their parents and involve all parties in a plan of action to have the inappropriate behaviours stopped. Offending students could face suspension or expulsion from Cochrane High School.*

### **Confidentiality**

*All matters pertaining to a complaint or personal harassment will be dealt with in a confidential, fair and objective manner.*

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## **What do I do if I am being bullied or harassed?**

*↳ Report this activity to your Guidance Counsellor, a Teacher or an Administrator..*

*↳ Pretend that the incident does not bother you at the time – it is best not to overreact and have the situation escalate at that time.*

*↳ Avoid the bully and stay with a group of friends. Friends can show support for one another and they can also be witnesses to the harasser's behaviour.*

## **What if I see or hear about incidents in which other students are being harassed or bullied?**

*Often, bullies get away with their behaviours because it is one student's word against another. It's easier for the school to do something about harassment if other students report what is going on. Report bullying or harassing behaviour to any teacher, counsellor, administrator or to your parent.*

**Don't be a Bystander – Stand Up & Speak Out**

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If you SEE or HEAR about a friend or another student being harassed or bullied

**OR**

if you are the person being harassed or bullied - REPORT this hostile activity by:

- ι *Going to any teacher, counsellor or administrator in the school and request a meeting in private to discuss the incidents.*
- ι *Bring to the meeting the facts in writing the date(s), time(s), place(s), student(s) involved, and the specifics of the incident(s).*
- ι *Going to your parents/guardians and have them contact a school administrator or counsellor.*
- ι *Contacting any school representative through e-mail, telephone or appointment.*

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