

Prevention-

- annual professional development for administrators and staff
- Classroom guidance lessons
- Anti-bullying and anti – harassment programs

Intervention/Remediation-

- Annual professional development
- Education/intervention for students exhibiting harassing and bullying behaviors
- Utilizing student support staff members

Consequences- (Standard Disciplinary Procedures (Policy 8410)

Notice

Superintendent or designee is responsible for providing effective notice to students, parents/guardians and employees of procedures for reporting and investigating complaints by:

- Student handbooks
- School system website(www.nhcs.net)
- School websites
- Local media
- Brochures or handbooks

For more on this policy; visit: www.nhcs.net

What if you get no satisfactory response to your complaint?

Contact one of us!

Karen Clay Beatty:

kbeatty09@att.net

Dorothy DeShields:

dorotdeshiel@aol.com

George Vlasits:

gvlasits@gmail.com

Deborah Maxwell:

910-264-5643

Parents' Council on Facebook:

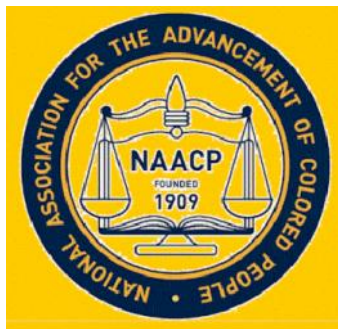
facebook.com/groups/521858994541181

Parents' Council Online:

naacpparentscouncil.org

**New Hanover
County NAACP**

P.O. Box 2199
Wilmington, N.C. 28402



Bullying and Harassment

A PARENT'S GUIDE



**Prepared by New
Hanover County
NAACP Parents'
Council**

Information adopted in part from New Hanover
County Schools Prohibition Against Harassment
and Bullying by Students ---Policy: 8307

Policy:8307

The New Hanover County Board of Education believes that all employees, students and their parents/families should be free of harassment and bullying as part of a safe, orderly, caring and inviting working and learning environment.

The Board expressly prohibits harassment or bullying of students, employees and their parents/families, by students.

Policy applies:

- While in any school building, or school property, before, during or after hours
- While on any bus or other vehicle as part of school activity
- While waiting at any bus stop
- During any school function, extracurricular activity, or school sponsored function
- When subject to authority of school personnel
- During any time, at any place or using any method of communication, including but not limited electronic communications

“Harassment” or Bullying”- (defined by New Han.Co. Schools)- acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic (i.e. race, ethnicity, ancestry, color, origin, gender, socio-economic status, academic status, gender identity, physical appearance, sexual orientation, pregnancy, religion, age, mental, physical, developmental or sensory disability), constituting a pattern of gestures or written, electronic or verbal communications, or physical act or any threatening communication that takes place on school property.



“Sexual Harassment” – (defined by New Han.Co. Schools)- when committed by a student, is conduct of a sexual nature when such conduct is sufficiently severe, persistent or pervasive so that it has the purpose or effect of substantially interfering with an employee’s work or performance, or a student’s educational performance.

Harassment or Bullying Complaint Procedures

Students, Parents/guardians, School Employees, Volunteers, Visitors or others...

...may initiate an investigation into harassment or bullying by a student.

Employees who believe or suspect a student or employee has been harassed or bullied, shall report information to the principal, using the Discrimination, Harassment, or Bullying Reporting Form SS-A-007:

<http://www.nhcs.net/forms.htm>

Persons other than employees are not required to use reporting form, but encouraged to do so.

Complaints may be made anonymously, **except employees** must sign reporting form.

Where to find forms

School’s main (front) office
Counselor’s Office

Website: www.nhcs.net/forms

Beginning of year packets

Step 1: Report (to teachers, counselors, social workers, parents/guardians, principals)

Step 2: Complete reporting form

Step 3: Principal Investigates(using the Discrimination, Harassment or Bullying incident Investigation Form within two(2) school days after receiving reporting form)- in accordance with procedures in Policy 8410, Student Discipline Policies, Rules and Procedures

Step 4: Principal notifies alleged victim, or parent/guardian if victim is a student, and implements appropriate followup.