



THE S D VIDYA SCHOOL, AMBALA CANTT

POLICY PROHIBITING HARASSMENT, INTIMIDATION AND BULLYING/ POSCO

The School prohibits acts of harassment, intimidation or bullying. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, bullying, disruptive or violent behaviors, a conduct that disrupts both a student's ability to learn and school's ability to educate its students in a safe and disciplined environment is absolutely forbidden.

"Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication (a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or pager), whether it be a single incident or a series of incidents which are:

1. Reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic; and that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
2. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property.
3. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

Bullying is most commonly witnessed amongst students, though not overtly it can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Direct or indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber Bullying	All areas of internet, such as email and internet chat Twitter, Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles,

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

SIGNS AND SYMPTOMS FOR PARENTS AND STAFF

A child may indicate through his/her behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes his/her usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- feels ill in the morning
- begins to put in less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- lack of eye contact
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated thoroughly.

SCHOOL POLICY ON PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING:

- Students and staff are expected to behave in a way that creates a conducive learning environment. The best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the school's policies and rules and regulations as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior.
- Staff to follow the equality policy; supporting every child in the school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.
- Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.
- It is expected that all students and staff will act in accordance with the behavioral expectations set forth in the Code of conduct for Staff & Students.
- The School expects that all students and staff will refrain from becoming involved in any bullying, harassing, intimidating or threatening behaviors.
- "Zero tolerance" has become a school and workplace necessity and each student is being taught, and each staff member is expected to demonstrate an understanding, that any of these actions (verbal or written) bring serious consequences, no matter how inconsequential the student or staff member may believe his/her intentions to be.
- When an incident of bullying has taken place, staff must record & report each incident to Principal.
- The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the appropriate school administrator after consideration of the nature, severity and circumstances of the act in accordance with this policy and the school handbooks.

ANTI BULLYING COMMITTEE:

It comprises of the following members:

S. No.	Name of the members	Designation
1	Ms. Bhavna Bhanot	Principal
2	Ms. Bharti Sehgal	Coordinator- Senior Wing
3	Ms. Anu Chaudhary	Coordinator- Middle Wing
4	Ms. Neeru Duggal	Coordinator- Primary Wing
5	Ms. Amy Jain	Coordinator- Toddlers' Wing
6	Ms. Deepika	Counsellor
7	Mr. Parminder Sachdeva	Discipline Coordinator
8	Ms. Dhaneshwari	Teacher
9	Head Boy of the school	Student
10	Head Girl of the school	Student