



The Calgary Jewish Academy  
בית הספר היהודי בקלגרי

Policy # 5.70

## **BULLYING PREVENTION POLICY**

Adopted: November 23, 2006

Amended: March 10, 2016

Amended: March 8, 2017

Amended: May 8, 2018

Amended: December 06, 2022

### **POLICY**

The Calgary Jewish Academy is responsible and committed to providing a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging. Therefore, bullying of any kind will not be tolerated.

All members of the school community (staff, parents and students) have an obligation to work together to ensure a physically and psychologically safe learning environment.

### **REGULATIONS**

The school will provide programming and student events and activities that inform and support bullying awareness and character development. The CJA recognizes Bullying Awareness and Prevention Week as outlined in the Education Act, 2019 Section 35 (1).

#### **This policy will apply to the following circumstances:**

1. While in the school building or the school premises before, during or after school,
2. While on a bus or other forms of transportation as part of a school activity,
3. During any school function, extra-curricular activity or event, both on or off the school premises, including all off-site activities
4. When subject to the authority of the school.
5. The students conduct whether or not the conduct occurs in the school building, during the school day or digitally between students of the CJA, if injurious to the physical or mental health of others.



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## DEFINITION OF BULLYING:

Bullying is a deliberate action. Bullying is defined as repeated, hostile or demeaning behavior in the school community where the behavior is intended to cause harm, fear or psychological distress to one or more individuals in the school community. Bullying is a hurtful action where there is an abuse of power. Bullying is often repetitive. Bullying takes on a number of forms including relational, verbal, physical and cyber bullying. Bullying can have a lasting and devastating psychological impact. Students, parents and staff should be aware that certain acts of bullying may be punishable by law.

Examples of Bullying Behaviours will include, but are not limited to:

|  |  |
|--|--|
| <b>Relational Bullying:</b> <ul style="list-style-type: none"><li>• excluding</li><li>• shunning</li><li>• rejecting</li><li>• isolating</li></ul> | <b>Verbal Bullying:</b> <ul style="list-style-type: none"><li>• taunting</li><li>• mocking</li><li>• name-calling</li><li>• intimidation</li></ul> |
|--|--|

|   |  |
|---|--|
| <b>Physical Bullying:</b> <ul style="list-style-type: none"><li>• hitting</li><li>• pushing</li><li>• kicking</li><li>• gesturing</li></ul> | <b>Cyber Bullying</b><br>Inappropriate or affecting the student's experience at the CJA <ul style="list-style-type: none"><li>• e-mailing or use of other digital mediums</li><li>• text messaging</li><li>• photo sharing</li><li>• 3-way calling or chat rooms</li></ul> |
|---|--|

The attached Bullying Behaviours Chart is part of this policy on the prevention of bullying. The Discipline Policy # 5.33 applies to all acts of bullying as described above and outlined on the Bullying Behaviours Chart. The Bullying Prevention Policy is also closely aligned to The Calgary Jewish Academy Student Code of Conduct.



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### BULLYING BEHAVIOURS CHART

| MILD   |  | MODERATE   |  |   | SEVERE  |  |
|--|--|--|--|---|---|--|
| <b>PHYSICAL AGGRESSION</b>   |  |  |  |   |   |  |
| <ul style="list-style-type: none"> <li>· pushing</li> <li>· shoving</li> <li>· spitting</li> </ul>   | <ul style="list-style-type: none"> <li>· kicking</li> <li>· hitting</li> </ul>                                     | <ul style="list-style-type: none"> <li>· defacing property</li> <li>· stealing</li> </ul>                | <ul style="list-style-type: none"> <li>· physical acts that are demeaning and humiliating, but not bodily harmful (eg. de-panting)</li> <li>· locking in a closed or confined space</li> </ul> | <ul style="list-style-type: none"> <li>· physical violence against family or friends</li> </ul>   | <ul style="list-style-type: none"> <li>· threatening with a weapon</li> <li>· inflicting bodily harm</li> </ul> |  |
| <b>SOCIAL ALIENATION</b>   |  |  |  |   |   |  |
| <ul style="list-style-type: none"> <li>· gossiping</li> <li>· embarrassing</li> </ul>  | <ul style="list-style-type: none"> <li>· setting up to look foolish</li> <li>· spreading rumours about</li> </ul>  | <ul style="list-style-type: none"> <li>· ethnic slurs</li> <li>· setting up to take the blame</li> </ul> | <ul style="list-style-type: none"> <li>· publicly humiliating (eg. revealing personal information)</li> <li>· excluding from group</li> <li>· social rejection</li> </ul>                      | <ul style="list-style-type: none"> <li>· maliciously excluding</li> <li>· manipulating social order to achieve rejection</li> <li>· malicious rumour mongering</li> </ul> | <ul style="list-style-type: none"> <li>· threatening with a weapon</li> <li>· inflicting bodily harm</li> </ul> |  |
| <b>VERBAL AGGRESSION</b>   |  |  |  |   |   |  |
| <ul style="list-style-type: none"> <li>· mocking</li> <li>· name calling</li> <li>· dirty looks</li> <li>· taunting</li> </ul>                                     | <ul style="list-style-type: none"> <li>· teasing about clothing or possessions</li> </ul>                          | <ul style="list-style-type: none"> <li>· teasing about appearance</li> </ul>                             | <ul style="list-style-type: none"> <li>· intimidating phone calls</li> </ul>   | <ul style="list-style-type: none"> <li>· verbal threats of aggression against property or possessions</li> </ul>  | <ul style="list-style-type: none"> <li>· verbal threats of violence or inflicting bodily harm</li> </ul>        |  |
| <b>INTIMIDATION</b>  |  |  |  |   |   |  |
| <ul style="list-style-type: none"> <li>· threatening to reveal personal information</li> <li>· graffiti</li> <li>· publicly challenging to do something</li> </ul> | <ul style="list-style-type: none"> <li>· defacing property or clothing</li> <li>· playing a dirty trick</li> </ul> | <ul style="list-style-type: none"> <li>· taking possessions (eg. lunch, clothing, toys)</li> </ul>       | <ul style="list-style-type: none"> <li>· extortion</li> </ul>  | <ul style="list-style-type: none"> <li>· threats of using coercion against family or friends</li> </ul>   | <ul style="list-style-type: none"> <li>· coercion</li> <li>· threatening with a weapon</li> </ul>               |  |



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**DISCIPLINARY ACTIONS**

Students and parents should be aware that acts of bullying will not be tolerated and will lead to

disciplinary action.