

## Bullying Behaviors

**Verbal** – Name calling, insulting, or other behavior that would hurt others’ feelings or make them feel bad about themselves.

**Exclusion** – Starting rumors, telling others not to be friends with someone, or other actions that would cause someone to be without friends, Humiliated publicly.

**Physical** – Pushing, hitting, or grabbing, punching, kicking, and similar behavior that may injure others.

**Threats of violence and/or harassment-** Racial, ethnic, or sexual name-calling or other severe harassment.

**Cyberbullying-** Texting, name-calling/teasing/threatening online or cell phone.

**\*All consequences are at the discretion of the Dean and will take into account age and developmental ability.**

## Rubric for Bully Consequences

Behavior	First Occurrence	Second Occurrence	Third Occurrence	Fourth Occurrence	Fifth and beyond
<b>Verbal or Exclusion</b>	Verbal Warning and/or Repair-the-Harm Conference if applicable; Parent Letter.	Parent Phone Contact/Letter; Verbal Warning; Repair-the-Harm Conf. (if app.); Dean Notice.	Dean Referral; CRT and/or Lunch Detention. Parent Contact/Letter	Dean Referral; ISS or OSS; Parent Conference;	Dean Referral; OSS; Parent Conference; Referral for group/individual Counseling.
<b>Physical</b>	Dean Referral; OSS/ISS. Parent Letter & Phone Call	Dean Referral; OSS. Parent Letter, Phone Call & Conference.	Dean Referral; OSS; Parent Letter, Phone Call & Conference. Remediation between victim family and perpetrator.	Dean Referral; Disciplinary Contract.	Dean Referral; 10-day suspension pending expulsion.
<b>Threats of Violence or Harassment</b>	Dean Referral; CRT; ISS. Parent Letter & Phone Call	Dean Referral; ISS/OSS. Parent Letter, Phone Call & Conference.	Dean Referral; OSS; Parent Letter, Phone Call & Conference. Remediation.	Dean Referral; OSS; Parent Letter, Phone Call & Conference. Remediation between victim family and perpetrator.	Dean Referral; Disciplinary Contract.

<b>Cyberbullying</b>	Verbal Warning and/or Repair-the-Harm Conference if applicable; Parent Letter.	Parent Phone Contact/Letter; Verbal Warning; Repair-the-Harm Conf. (if app.); Dean Notice.	Dean Referral; CRT and/or Lunch Detention. Parent Contact/Letter	Dean Referral; ISS or OSS; Parent Conference;	Dean Referral; OSS; Parent Conference; Referral for group/individual Counseling.
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