



**Powell River Christian School
Harassment and Bullying
Prevention Policy
November 15, 2019**

Harassment and Bullying Prevention Policy

A. Rationale

PRCS recognizes that all people are created equally in the image of our God. PRCS is committed to ensuring a healthy and safe environment for all students, staff, employees and guests. Where all are treated equally and fairly. Everyone will be treated with respect and dignity and will be accepted regardless of their gender, race, culture, religion, sexual orientation or gender identity and expression, while remaining consistent with the independent school's faith-values, cultural perspectives and philosophical values .

Powell River Christian School uses a school-wide approach to safety, acceptance and belonging to community. This policy is intended to send a strong message to all individuals in our school that we do not tolerate bullying and or harassment in any form or under any circumstances.

B. Definition of Bullying

Bullying is an intentional act of aggression that is repeated over time and occurs in relationships where there is a real or perceived imbalance of power. Bullying includes verbal harassment through verbal actions and cyber bullying, physical assault and other more subtle methods of coercion such as manipulation and social exclusion.

C. Definition of Harassment :

“Harassment” is any conduct, comment, gesture, or connotation concerning a person’s race, religious beliefs, colour, place of origin, gender, mental or physical disability, ancestry, marital status, family status, source of income, age, sexual orientation or gender identity which is:

- Unwanted or may reasonably be considered unwanted
- Offensive, humiliating, abusive, threatening and/or repetitive.

D. Physical Harassment

Any Physical (non-sexual) action by employee, guest, or student to another staff member, employee or guest that is unwanted and/or harmful shall be deemed Physical Harassment. If the harassment is severe or ongoing, a verbal complaint may be made to either the Principal, Vice Principal or any Board member. The Principal, Vice Principal or Board member will then request a written complaint from the harassed prior to taking any further action.

After receiving a signed complaint from the harassed the Principal or Vice-Principal will then meet with all parties individually and any witnesses to document each person's account of the incident(s).

The Principal or Vice Principal will then present a report to the board within 7 days who will decide if any disciplinary and/or legal action is warranted.

Any Physical (Sexual) assault which involves the unwanted forceful touching of private parts by staff, employee, guest, or student to another staff, employee or guest shall be deemed Sexual Assault. The Assaulted should immediately inform the Principal, Vice Principal, any Board member or staff of the incident. The Principal, Vice Principal or Board member will then request a written complaint from the assaulted prior to taking any further action.

If the assaulted is unwilling to provide a written complaint then the assaulted must be advised by at least two Board Members, verbally and in writing, to contact the local authorities personally.

Only after receiving a signed complaint should the Principal or Vice-Principal meet with all parties individually and any witnesses, to document each person's account of the incident(s).

The assaulted should submit a written complaint which includes dates, times, location, possible witnesses and a detailed description of the incident.

The Principal or Vice Principal will then present a report to the board within 7 days who will decide if any disciplinary and/or legal action is warranted. The Board may then proceed with an internal investigation which may include Provincial Authorities as required by law.

E. Verbal Harassment

Any verbal or non-physical action by an employee or guest that is unwanted and/or offensive shall be deemed Verbal Harassment . Any person who has been harassed verbally should advise the harasser(s) that their behavior is unwelcome and should request that the action be stopped. If the harassment persists then that individual should report the harassment in writing to either the Principal or Vice Principal. The Principal or Vice Principal shall then meet with all parties and attempt to resolve the issue. If the issue is not resolved then the incident should be handled through the school's disciplinary process. Any disciplinary decision made must then be reported to the Board within 30 days.

F. Dealing with a Written Complaint

In the course of any investigation, all parties involved shall take all possible measures to preserve confidentiality to the extent appropriate under the circumstances.

After the investigation is completed, the Board shall communicate the conclusion reached to all parties involved as soon as possible.

In the event of Criminal Issues (sexual assault or physical assault), the appropriate authorities must be notified as soon as possible.

If evidence supports the fact that the complainant falsely accused another of objectionable conduct knowingly or in a malicious manner, the complainant will be subjected to appropriate discipline.

Under no circumstances should a legitimate complaint be dismissed or downplayed, or the complainant told to deal with it personally.

G. Guiding Principles

- All students learn best in a safe, supportive learning environment.
- All students deserve a safe learning environment free from bullying and intimidation.
- The sooner an incident is identified and addressed the less impact it will have on the school.
- When bullying occurs the victim(s) and bystanders need to be aware of proper ways of dealing with the situation.
- Students need to feel safe and protected when reporting incidents to staff, parents and administrators.
- We believe prevention is the best policy. The school community needs to recognize bullying incidents and promote a proactive approach to equip all students with anti-bullying strategies.
- We have developed a set of consequences for students who bully others as set out in the PRCS Discipline Policy.

Available Resources

PRCS will make available a list of resources for Parents, Students, and Teachers to use to educate themselves in the areas of prevention and remediation of bullying and or harrassment. This list will be reviewed and updated from time to time by the board.

Links & Resources

Found on Erase Bullying Website

<http://www.erasebullying.ca/resources/resources.php>

Phone Numbers

- Emergency

- 9-1-1
- Youth Against Violence Line
- 1-800-680-4264
- www.youthagainstviolenceline.com
- Kids Help Phone
- 1-800-668-6868
- www.kidshelpphone.ca
- Counsellors are available 24 hours a day, 7 days a week across Canada. Confidential, anonymous and free. Visit the website for more information.
- Helpline for Children (in British Columbia)
- 310-1234 (no area code required).
- If you are a victim of family abuse, or know someone who is, you can connect with a social worker and report it. This line is available 24 hours a day, 7 days a week.
- Domestic Violence Help Line
- 1-800-563-0808
- www.domesticviolencebc.ca
- VictimLinkBC
- 1-800-563-0808
- www.victimlinkbc.ca
- BC 211
- 211
- www.bc211.ca
- Crisis Lines
 - 1-800-SUICIDE (784-2433)
 - Available 24 hours a day, 7 days a week
 - 1-800-668-6868
 - Kids Help Phone (available 24 hours a day, 7 days a week across Canada)
 - 310-6789
 - Mental Health Support Distress Line
 - Available 24 hours a day, 7 days a week
 - 310-1234
 - Helpline for Children (child abuse and neglect reporting line)

ERASE Bullying Strategy:

[ERASE \(Expect Respect and A Safe Education\) Bullying Strategy – June 2012 Announcement](#)

Safe, Caring and Orderly School Resources

www.bced.gov.bc.ca/sco/resources.htm

EmbraceBC - Promoting Multiculturalism and Eliminating Racism in B.C.

embracebc.ca/

Promoting Relationships and Eliminating Violence

prevnet.ca/

Canadian Centre for Child Protection – Kids in the Know

protectchildren.ca/app/en/

Violence, Bullying and Abuse Prevention

www.redcross.ca/how-we-help/violence--bullying-and-abuse-prevention

About Kids Health

www.aboutkidshealth.ca - Bullying Information

Canadian Safe Schools Network

www.canadiansafeschools.com

Stop Bullying

www.stopbullying.gov

WITS Program

www.witsprogram.ca (curriculum and resource program includes parent videos)

www.witsprogram.ca/families/wits-toolkit.php

Teach Safe Schools

www.teachsafeschools.org

BC Confederation of Parent Advisory Councils (BCCPAC)

www.bccpac.bc.ca

Bullying Prevention: What Parents Need to Know (e-book)

bullyingpreventionanswers.com

PrevNet Resources for Parents

prevnet.ca/BullyingResources/ResourcesForParents/tabid/390/

Parents on DEAL.org

deal.org/parents/

Bullying.org - Where You are NOT Alone

bullying.org

BCCPAC Speaking Up! Guide: A step-by-step guide to resolution advocacy for parents, who want to become better advocates for their children.

bccpac.bc.ca/resources/speaking/

Gay, Lesbian and Straight Education Network (GLSEN)

<http://www.glsen.org/>

Qmunity GabYouth

www.qmunity.ca/youth/

Affiliation of Multicultural Societies and Services Agencies of BC

www.amssa.org

Immigrant and Multicultural Services Society

www.imss.ca

Bullying Ends Here

bullyingendshere.ca

Youthink

youthink.ca

The Trevor Project

thetrevorproject.org

Domestic Violence

- Domestic Violence BC
- www.domesticviolencebc.ca
- BC Society for Transition Houses – Violence is Preventable Program
- bcsth.ca/content/childrens-services-1
- Ending Violence Association of BC – Be More Than A Bystander Program
- <http://endingviolence.org/prevention-programs/be-more-than-a-bystander/>

School Culture/Connectedness

- Connectedness (School Climate)
- www.schoolclimate.org
- [Joint Consortium for School Health: Positive Mental Health Toolkit](#)
- [Health Schools BC: Healthy Relationships Programs and Resources](#)

Cyberbullying/Online Safety

- Safe Online Outreach Society
- www.safeonlineoutreach.com/
- Social Smarts: Privacy, the Internet and You
- www.youthprivacy.ca/en/gn_intro.html
- Cyberbullying
- www.cyberbullying.ca
- CyberSafe
- www.learnnowbc.ca/lNBCresources/cybersafe/
- Media Smarts
- mediasmarts.ca
- mediasmarts.ca/cyberbullying/
- textED.ca
- www.texted.ca
- Cybertip!
- www.cybertip.ca/app/en/internet_safety#internet_safety-for_youth
- Mobile Safety
- www.mobility.protectchildren.ca/app/en
- The Door that's Not Locked
- www.thedoorthatsnotlocked.ca/app/en
- A Parent's Guide to Facebook
- www.connectsafely.org/pdfs/fbparents.pdf

Mental Health

- www.mcf.gov.bc.ca/mental_health/pdf/getting_help_tip_sheet.pdf
- www.mcf.gov.bc.ca/mental_health/pdf/cymh_tip_sheet.pdf
- Taking Care: Child and Youth Mental Health
- takingcare.knowledge.ca/
- Mind Check
- www.mindcheck.ca
- Kelty Mental Health
- www.keltymentalhealth.ca
- Roots of Empathy
- www.rootsofempathy.org/en/where-we-are/canada/british-columbia.html
- Resiliency: Parenting Resilient Children at Home and School
- www.psychologyfoundation.org/pdf/publications/ResilienceChildrenBooklet.pdf
- Ministry of Children and Family Development
- www.mcf.gov.bc.ca/mental_health/

Community Programs

- Dare to Care: daretocare.ca
- Youth Philanthropy Initiative: goypi.org
- Fit for Defense: fit4defense.ca
- Stand Up 2 Bullying - [Canadian Red Cross](http://CanadianRedCross.ca)
- WITS Program: witsprogram.ca
- Kids in the Know – Canadian Centre for Child Protection: www.kidsintheknow.ca
- Mind Up – Hawn Foundation: www.thehawnfoundation.org/mindup
- Olweus Bullying Prevention Program – Hazelden Foundation: www.violencepreventionworks.org/public/index.page
- Kiva Anti-Bullying Program – University of Turku, Finland: <http://www.kivakoulu.fi/there-is-no-bullying-in-kiva-school>
- Need2Suicide Prevention Education & Support (Greater Victoria): need2.ca

Reports

- [Honouring Kaitlynn, Max and Cordon: Make Their Voices Heard Now \(March 2012\) – Report of the Representative for Children and Youth](#)
- [Making a Difference in Bullying](#)
- [School Connectedness: Strategies for Increasing Protective Factors Among Youth](#)
- [Schools as a Setting for Promoting Mental Health: Better Practices and Perspectives](#)
- [Positive Behaviour Support Program](#)

