



Office of Safety and Youth Development

Preventing and Responding to Bullying in Schools

RESPECT FOR ALL

Bullying in Schools: Parents Responses, Rights, and Responsibilities

Agenda

- Primary Message and Chancellor's Regulations
- Defining and Identifying Bullying
- Terminology
- Bullying Myths and Facts
- Reporting and Addressing Bullying
- Cyber Bullying and Responses
- Resources for Parents



PRIMARY MESSAGE

All students deserve a safe, supportive school environment free of bullying and bias-based behavior.

Chancellor's Regulation A-832

It is the policy of the NYC Department of Education to maintain a safe and supportive learning and educational environment that is free from harassment, intimidation and/or bullying committed by students against other students on account of race, color, creed, ethnicity, national origin, citizenship/immigration status, religion, gender, gender identity, gender expression, sexual orientation or disability.

Chancellor's Regulation A-832

Such harassment, intimidation and/or bullying is prohibited and will not be tolerated in school, during school hours, before or after school, while on school property, at school sponsored events, or while traveling on vehicles funded by the DOE and on other than school property when such behavior can be demonstrated to negatively affect the educational process or to endanger the health, safety, morality or welfare of the school community.

This involves addressing bullying, and addressing bias targeted towards all students, particularly those with marginalized identities in schools in order to make schools safer for all children.

Students with marginalized identities are considered protected classes and explicitly addressed by Chancellor's Regulation A-832. These protected classes are actual or perceived race, color, creed, ethnicity, national origin, citizenship/ immigration status, religion, gender, gender identity, gender expression, sexual orientation, disability, or weight.

Additional NYC DOE Regulations prohibiting harassment and discrimination

[A-830](#) Anti-Discrimination Policy and Procedures for Filing Internal Complaints of Discrimination- *Staff against staff and staff against students, parents, CBOs.*

[A-831](#) Student-to-Student Sexual Harassment

Bullying- What is it?

Bullying: "A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself."

Bullying: What it can look like.

- Physical violence
- Stalking
- Threats, taunting and teasing
- Exclusion from peer groups
- Derogatory language, name calling and slurs
- Written comments and stereotypes
- Cyberbullying (more on this later)



Bullying is not Conflict

RFA Liaison training uses the acronym PAIN when guiding educators in identifying bullying:

P – reflects an imbalance of Power- the person engaging in bullying has a real or perceived power over the person being bullied (i.e. age, size, popularity, role, group, etc.)

A – bullying can be Aggressive – (including various forms of aggression: physical, emotional, relational)

I – be Intentional – in person or via social media (cyberbullying)

N – occur Numerous times (Repetitive)

Power Imbalance



Looks can be deceiving.

Bullying is Not Conflict- Examples

Normal Peer Conflict	Bullying
Equal power or friends	Imbalance of power; not friends
Happens occasionally	(Usually) Repeated negative actions
Accidental/occurs naturally	Purposeful
Generally not serious	Serious with threat of physical or emotional harm
Equal emotional reaction	Strong emotional reaction from target and little or no emotional reaction from bully
Not seeking power or attention	Seeking power, control, or material things
Generally not trying to get something	May attempt to gain material things or power
Remorse - will take responsibility	No remorse - may blame victim

(Bully Proofing Your School: A Comprehensive Approach for Elementary Schools, Carla Garrity, et al, June 2000)

Is it Bullying?

- Read through the following scenarios. Discuss whether each of them fits the definition of bullying.



Is it Bullying?

A popular group of fifth grade girls regularly call another girl derogatory names and ridicule her in front of other students. While the girl gets visibly upset, she never says anything in response. She also receives straight A's on her report card and is an exceptional student.

Know the terms

Aggressor

The aggressor wants to become 'king of the hill' at another student's expense. They are often among the more popular students at school.

Know the terms

Target

The student who is being bullied, and targeted by the aggressor, is referred to as the target.

Know the terms

Bystander

Bystanders witness the event, but do not act as either upstanders or allies. In most bullying scenarios, most children act as bystanders.

Know the terms

Upstander/ Ally

An upstander, or ally, is someone who witnesses bullying behavior and intervenes on behalf of the target.

Know the terms

Microaggressions

These are often brief, everyday exchanges, verbal and nonverbal, that send messages to certain individuals that because of their group membership, they have little worth.

Myth or Fact?

**Most bullying is
physical.**

MYTH

Physical bullying may be what first comes to mind when we think about bullying. However, the most common form of bullying—both for boys and girls—is verbal bullying (e.g., name-calling, rumor spreading). It is also common for youth to bully each other through social isolation (e.g., shunning or leaving a child out on purpose).

(StopBullying.gov)

Every day about 160,000 U.S. students stay home from school because of fear of bullying.

FACT

An estimated 160,000 children miss school every day out of fear of attack or intimidation by other students. (National Education Association)

Bullying does not affect a student's academic progress.

MYTH

**One out of every 10 students who drops out of school does so because of repeated bullying.
(Oklahoma Health Department)**

**Bullying can affect a child's
physical health.**

FACT

Students who are bullied are more likely to suffer physical problems such as common colds and coughs, sore throats, poor appetite and night waking.

(Journal of the American Medical Association)

Addressing Bullying at the School

Your child's school should be *proactively* address bullying, or the potential for bullying, at all levels

School Wide



Classroom



Student



Intervention

What Works



- **Schools should intervene no matter how minor the incident is perceived to be:**
Adults at the school must intervene whenever they see or hear bullying/harassment take place.

Chancellor's Regulation A-832

All staff members that have any knowledge or information regarding possible bullying or harassment are required to:

1. Promptly report the allegation to the RFA liaison(s) or to the principal/designee within one school day.
2. File a written report with RFA liaison or to the principal/designee no later than two school days after making the oral report.



Reporting Bullying Incidents

All allegations of bullying and school related incidents must be reported in our official NYC DOE [Online Occurrence Reporting System \(OORS\)](#).

Parents whose children have been involved in a bullying incident should contact the school and request the OORS number to ensure the school properly reported the incident.

Ways Parents Can Help Their Children *Safely Stand Up to Bullies*

- Encourage them to talk to adults about what is happening, and that reporting is not tattling or snitching.
- Tell them to be a friend to the target. Small signs of support can mean a lot.
- Teach them empathy.
- Encourage them to help the target get away from the situation.
- Show them how to be a leader and set a good examples by not participating in bullying behavior.

WHAT IS CYBERBULLYING?

CYBERBULLYING DEFINED

According to the Cyberbullying Research Center (www.cyberbullying.us), cyberbullying is “willful and repeated harm through the use of computers, cell phones, and other electronic devices.”

CYBERBULLYING IS BULLYING



How Many Students Are Involved?

- Over half of adolescents and teens have been bullied online, and about the same number have engaged in cyber bullying.
- More than 1 in 3 young people have experienced cyberthreats online.
- Over 25 percent of adolescents and teens have been bullied repeatedly through their cell phones or the Internet.
- Well over half of young people do not tell their parents when cyber bullying occurs.

Source: <http://www.bullyingstatistics.org/content/cyber-bullying-statistics.html>

KEY DIFFERENCES FOR SCHOOLS

BULLYING

- Direct/face-to-face contact 
- Possible retaliation 
- Occurs on or near school property 

CYBERBULLYING

- Done remotely and/or anonymously
- Victims cannot retaliate
- Extends beyond school day/academic year



REPORT CYBERBULLYING!



- You may report cyberbullying to your child's school's Respect for All liaison or any school staff member you trust
- If you need more help after reporting it to your school, parent can email RespectForAll@schools.nyc.gov
- Even if your child is not the victim, they can make a report.
- Encourage your children to be upstanders, not bystanders

Ways Parents Can Help Their Children Stay Safe online



- Remind your kids not accept requests to “connect” from people who are not your friends – Facebook, Instagram, other apps
- Be aware of possible bullying, even if your child is home using the internet.
- Encourage them not retaliate to cyberbullying. Take the high road and do not contribute to the problem.
- Teach them to **never** give out personal information online because they can’t be sure who will see it or where it will end up.
- Stress that they should **never** meet face-to-face with someone you’ve met online.
- Remind them, even if they delete a comment, it’s not really gone.
- Tell them to choose their password wisely and never share it.
- **STRESS TO YOUR CHILDREN THAT THEY SHOULD THINK BEFORE THEY SEND OR POST – a maintain a good digital reputation**

Anti-Bullying Resources for parents

schools.nyc.gov

The screenshot shows the NYC Department of Education website. At the top, there is a navigation bar with the NYC logo and the text "Department of Education". Below this, there is a search bar and a language selection dropdown. The main navigation menu includes "Parents and Families", "Students", "Employees", and "Community and Partners". A red arrow points to the "Parents and Families" link. The left sidebar contains a list of menu items: "About Us", "Academics", "Choices & Enrollment", "Offices & Programs", "Performance & Accountability", "Rules & Policies", "Schools in the Community", and "Student Support, Safety & Activities". The main content area features a "We are on Instagram!" section, a "Nutrition is Priceless" banner, and a "Find a School" and "Find a Pre-K" section. The bottom right corner has a "News" section with several headlines.

NYC Department of Education

Welcome | Bienvenue | Byenveni | 환영합니다 | Добро пожаловать | Bienvenidos | خوش آمدید

Search

Select Language

Parents and Families | Students | Employees | Community and Partners

About Us

Academics

Choices & Enrollment

Offices & Programs

Performance & Accountability

Rules & Policies

Schools in the Community

Student Support, Safety & Activities

We are on Instagram!

Read the full story

Nutrition is Priceless

Find a School

Find a Pre-K

News

Chancellor Fariña Announces District 1 School Diversity Plan

Chancellor Fariña Announces Sixth Annual Big Apple Awards Honoring Outstanding Teachers

Chancellor Fariña Announces Record Number of Interpretation Services

Anti-Bullying Resources for parents schools.nyc.gov

The screenshot shows the schools.nyc.gov website. The top navigation bar includes links for Parents and Families, Students, Employees, and Community and Partners. A search bar and a language selection dropdown are also present. The main content area features a large banner for 'Achieve NYC: A Complete Guide to New York City Public Schools' with a 'BACK TO SCHOOL BASICS' sub-header. Below the banner, there are several categorized lists of resources:

- Basics**
 - Calendar
 - Immunizations
 - Menus
 - Achieve NYC
- Enroll**
 - Choices & Enrollment
 - Welcome Centers
 - New to NYC?
- Get Help**
 - Getting Help at Your School or District
 - Bullying
 - Homework Help
 - Accessible Schools
- Get Involved**
 - Parent Leadership
 - Schools
 - Districts
 - City-wide
 - Subscribe for Updates
- In Your Language**
 - English Language Learners
 - List of Bilingual Programs
 - Translation and Interpretation Services
- Parent Support**
 - Family and Community Engagement (FACE)
 - Find your Parent Coordinator
 - Parent-Teacher Conferences
- Special Education**
 - District 75 Schools
 - Getting Help
 - Special Education
- Track Progress**
 - NYC Schools account
 - Attendance
 - Promotion & Summer School
 - Student Records
- Transportation**
 - Busing Eligibility
 - Find a Bus Route
 - MetroCards
 - Transportation Call Center (718) 392-8855

A red arrow points from the 'Immunizations' link in the 'Basics' category to the 'Welcome Centers' link in the 'Enroll' category.

Anti-Bullying Resources for parents schools.nyc.gov

The screenshot shows the NYC Department of Education website at <http://schools.nyc.gov/RulesPolicies/RespectForAll/default.htm>. The page features a navigation menu with categories like "Parents and Families", "Students", "Employees", and "Community and Partners". A prominent banner reads "RESPECT FOR ALL". A red arrow points to the article "How to Report Your Concerns to Your Child's School". Below this, there are sections for "A Commitment to Safety and Respect", "Family and Student Resources", and "Resources for Educators". A calendar for November is visible, and a "RESPECT FOR ALL WEEK" banner is also present. The page includes a search bar, a language selector, and a footer with the NYC Department of Education logo.

NYC Department of Education
Carmen Fariña, Chancellor

Parents and Families | Students | Employees | Community and Partners

RESPECT FOR ALL

How to Report Your Concerns to Your Child's School

The first step in dealing with a suspected bullying incident is to reach out to your child's school. This article explains how.

[Read More](#)

A Commitment to Safety and Respect

Maintaining a safe, supportive learning environment free from harassment, intimidation, bullying & discrimination.

[Read More >](#)

Family and Student Resources

Encouraging conversations, providing assistance and motivating students to be allies.

[Read More >](#)

Resources for Educators

Teachers, principals and other educational professionals can all help to make schools safer and more welcoming for every student.

[Read More >](#)

NOVEMBER						
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

RESPECT FOR ALL WEEK

Student/Parent Guide Concerning Bullying/Harassment Complaints

1. Report the incident to the Respect for All (RFA) liaison(s) and/or school administration.
2. Parents should request the incident number (also known as Online Occurrence Reporting System (OORS) number) from school administration for follow-up.
3. The school will investigate and must advise the parents of the complaining student to the outcome of the investigation.
4. Where appropriate, the complaining student may be referred for support services.
5. Students who have been found to have engaged in bullying or harassment will be subject to appropriate disciplinary action pursuant to the Department of Education's Discipline Code.

[Additional Guidance](#)

RFA Anti-Bullying Initiatives

311 Reporting of bullying allegations

Parents can call (718) 955-2288 to make a complaint

Bullying Report Portal

Planned availability through DOE Respect For All main webpage estimated end of April, 2018

Anti-Bias Anti- Bullying Training

Building Respect: RFA Conversations online anti-bias training available to entire school community. To access the training go to DOE Respect For All main webpage and click on green and white *Building Respect: RFA Conversations* image (3rd slide/image to appear)

Additional Resources



The UFT's BRAVE campaign provides a hotline for students **212-709-3222** (M-F 2:30-9:30 p.m.) a safe place they can call — and we want to make sure that students know they have allies in their schools.

Useful Websites for Parents

StopBullying.gov

Championsagainstbullying.com

pacer.org/bullying

Commonsensemedia.org/parent-concerns

citizenship.disney.com/bullying-prevention

antibullyingpro.com/parents/supporting-your-childs-well-being

“In the end, we will remember not the words of our enemies, but the silence of our friends.”

Martin Luther King Jr.

If a student feels uncomfortable making a report to a school staff member, a student may contact the Office of Safety and Youth Development (OSYD) by e-mailing the complaint

RespectforAll@schools.nyc.gov

Parents may report bullying to the principal, or the principal’s designee or by e-mailing RespectforAll@schools.nyc.gov .