



PRSD believes that a positive, safe, and welcoming environment for all students, staff, and community members includes an environment that is free from bullying; including cyberbullying.

Bullying and cyber-bullying is unacceptable and such behaviour towards students, employees, colleagues, parents, and volunteers constitutes a serious infraction which warrants disciplinary action.

The right to confidentiality, both of the complainant and of the accused, must be respected, consistent with the school division's legal obligations, and with the necessity to investigate allegations of misconduct and to take corrective actions where this conduct has occurred.

Bullying and cyber-bullying actions by students, employees, and parent/guardians shall be dealt with immediately using actions appropriate for the situation. The actions must address the victim, the bully, and the context to help resolve the present situation and to prevent future occurrences.

The Public Schools Act, Section 47.1 must be followed when reporting bullying and other harm.

Definitions for bullying and cyber-bullying are as follows:

Bullying: Bullying are negative actions, usually repeated, and committed by one person or more against another person. It is any deliberate act that hurts, threatens, upsets, or frightens others. Implicit is the imbalance in real or perceived power between bully and victim.

Cyber-bullying: Cyber-bullying means using the internet or other information or communication technologies, such as e-mail messages or text messages sent by cell phone or pager, etc., to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm someone else.

Any member of the school community who is made aware of or comes across a bullying incident is responsible to take direct and immediate action as per Section 47.1 of the Public Schools Act.

Reporting to the principal - 47.1.1(1) The following persons must, if they become aware that a pupil of a school may have engaged in unacceptable conduct while at school, at a prescribed school-approved activity, or in other prescribed circumstances, report the matter to the principal of the school as soon as reasonably possible:

- a. an employee of a school board, school division, or school district;
- b. a person who has care and charge of one or more pupils during the prescribed approved activity.

Principal to notify parent or guardian - 47.1.1(2) Subject to the regulations, if the principal believes that a pupil of the school has been harmed as a result of the unacceptable conduct, the principal must, as reasonably possible, notify the pupil's parent or guardian.

Content of notice - 47.1.1(3) When notifying a parent or guardian under subsection (2), the principal must provide the following information:



- a. the nature of the unacceptable conduct that resulted in harm to the pupil;
- b. the nature of the harm to the pupil;
- c. the steps taken to protect the pupil's safety, including the nature of any disciplinary measures taken in response to the unacceptable conduct.

Limitation re: personal information – 47.1.1(4) When notifying a parent or guardian under subsection (2), the principal must not disclose the name of or any other identifying or personal information about a pupil who engaged in the unacceptable conduct, except in so far as is necessary to comply with subsection (3).

Violation of this school safety expectation by students or staff will result in disciplinary action dependent on the nature of the violation. The PRSD student code of conduct must clearly outline a progressive discipline procedure regarding this particular matter.