



**Bullying and Harassment Policy 5517.01**  
**Brevard Public Schools**  
**Staff Information 2021 -2022**

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**Jeffery Johnston Stand Up for All Students Act – Florida State Statue 1006.147**

**Brevard Public Schools Board Policy 5517.01**

**Define Bullying, Harassment, & Cyberbullying**

**What Qualifies as Bullying - Versus Conflict, Teasing, Meanness**

**Brevard Public Schools: “RIP” - Repeated, Imbalance of Power, Purposeful**

**Direct, Indirect, Physical, Emotional, Relational Bullying**

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**Bully, Harassment, Cyberbullying Prevention (Staff Guidelines)**



FLORIDA STATE STATUE 1006.147 (signed into law in 2008)

# Jeffery Johnston Stand Up for All Students Act

Florida State Statue 1006.147 stipulates that **BULLYING AND HARASSMENT** is **PROHIBITED**  
Furthermore, the statue

Prohibits bullying or harassment of any student or employee of a public K-12 educational institution.

During any education program or activity conducted by a public K-12 educational institution.

During any school-related or school-sponsored program or activity or on a school bus of a public K-12 educational institution.

Through the use of data or computer software that is accessed through a computer, computer system, or computer network within the scope of a public K-12 educational institution or

Through the use of data or computer software that is accessed at a non-school related location, activity, function, or program or through the use of technology or an electronic device that is not owned, leased, or used by a school district or school, if the bullying substantially interferes with or limits the victim's ability to participate in or benefit from the services, activities, or opportunities offered by a school or substantially disrupts the education process or orderly operation of a school. This paragraph does not require a school to staff or monitor any non-school related activity, function, or program.



STICKS AND STONES CAN BREAK  
YOUR BONES BUT WORDS CAN  
LABEL FOR LIFE



JEFFREY JOHNSTON STAND UP FOR ALL STUDENTS ACT



STICKS AND STONES CAN BREAK  
YOUR BONES BUT WORDS CAN  
**HURT FOR LIFE**



JEFFREY JOHNSTON STAND UP FOR ALL STUDENTS ACT





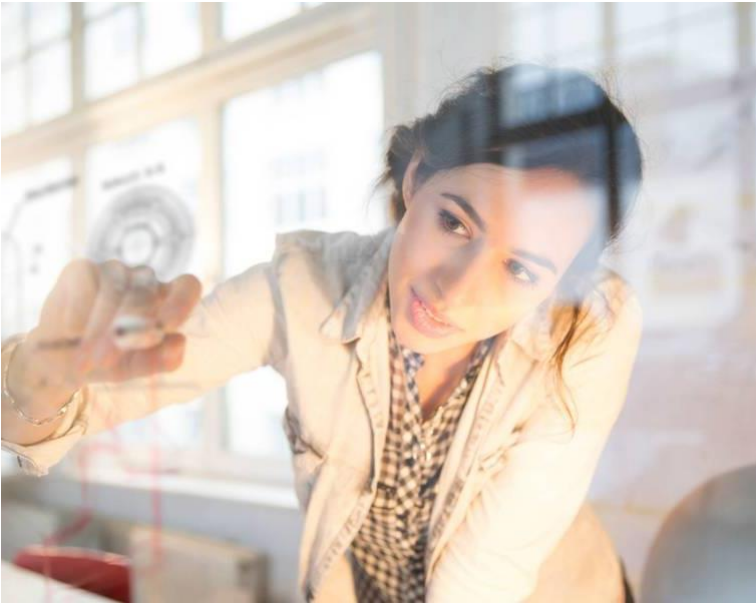


**Brevard Public Schools: School Board  
Policy 5517.01**

**“The School Board of  
Brevard Public Schools is  
committed to providing an  
educational setting and  
workplace that is safe,  
secure, and free from  
bullying and harassment  
for all students, employees,  
volunteers, parents and/or  
school visitors.”**

- “In response to changes made to Florida Statute 1006.147, that became effective July 1, 2013, Brevard Public Schools updated School Board Policy 5517.01 that prohibits bullying, harassment, teen dating violence, and abuse. The policy ensures that all students, employees, and volunteers learn and work in an environment that is safe, secure, and free from harassment and bullying of any kind. Florida Statute 1006.147 defines bullying to include cyberbullying and means systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees and may involve but is not limited to chronic teasing, social exclusion, threat, intimidation, stalking, including cyber-stalking, physical violence, theft, sexual, religious, or racial harassment, public humiliation, and destruction of property.”

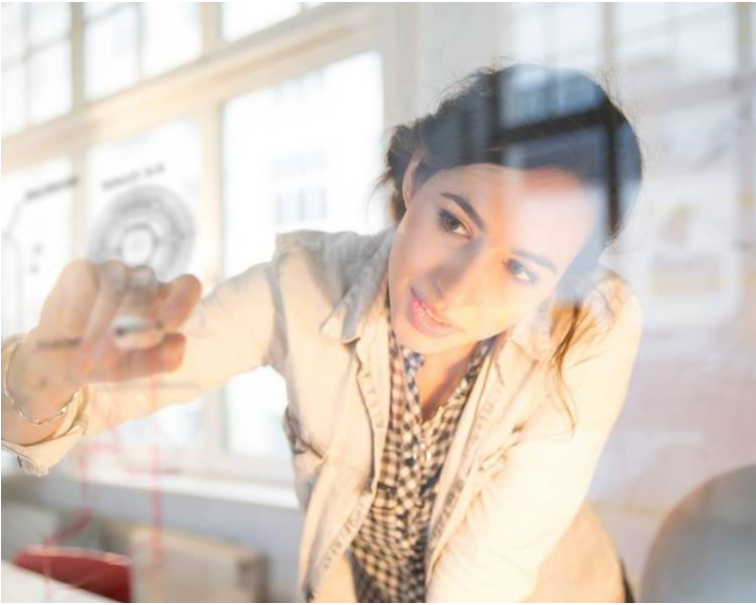
## **Brevard Public Schools 5517.01 Policy Against Bullying and Harassment**



“Bullying” includes cyberbullying and means systematically and chronically inflicting physical hurt or psychological distress on one or more students and may involve:

1. Teasing
2. Social exclusion
3. Threats
4. Intimidation
5. Stalking
6. Physical violence
7. Theft
8. Sexual, religious, or racial harassment
9. Public or private humiliation
10. Destruction of property

<http://www.leg.state.fl.us/>



“Harassment” means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal, or physical conduct directed against a student or school employee that:

Places a student or school employee in reasonable fear of harm to his or her person or damage to his or her property.

Has the effect of substantially interfering with a student’s educational performance, opportunities, or benefits.

Has the effect of substantially disrupting the orderly operation of a school.

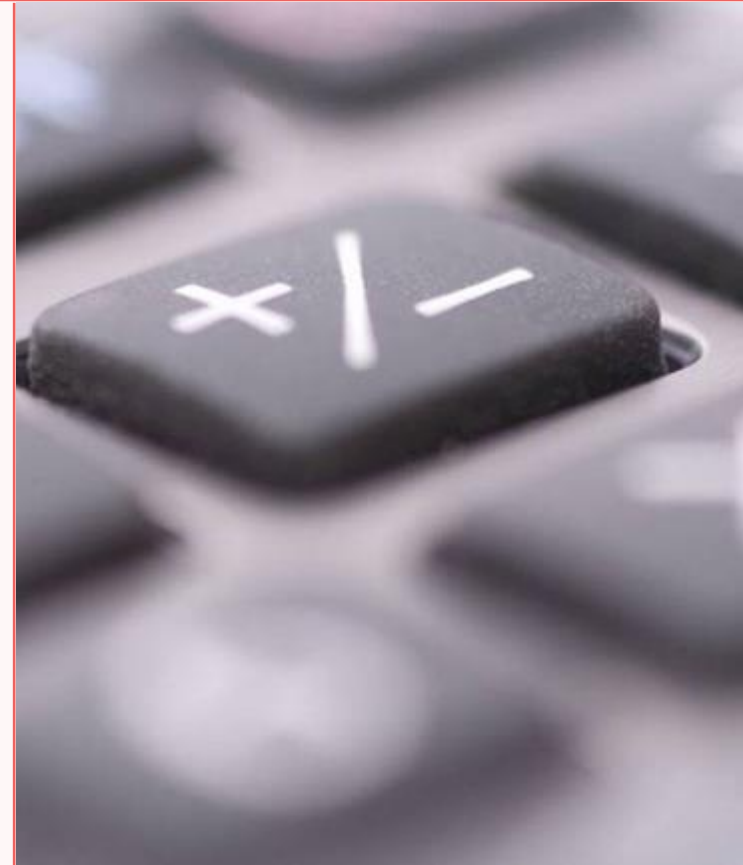
<http://www.leg.state.fl.us/>



# Cyberbullying

## Florida State Statute 1006.147:

“Cyberbullying” means bullying through the use of technology or any electronic communication, which includes, but is not limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photo optical system, including, but not limited to, electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying includes the creation of a web page or a web blog in which the creator assumes the identity of another person, or the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying. Cyberbullying also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.



# What Qualifies as Bullying Behavior?

	Conflict	Rude	Mean	Bullying
Frequency	Occasional	Occasional	Once or Twice	REPEATED
Intent	Unplanned	Spontaneous	Intentional	Is planned, intentional, PURPOSEFUL
Taking Responsibility	All want to work things out and take responsibility	Rude person accepts responsibility	Behavior is often regretted	Bully blames the target
Cause	All try to solve the problem	Based in thoughtless, poor manners	Based in anger or impulse	The bully is trying to gain control (the target wants behavior to stop) IMBALANCE OF POWER

# “Conflict” vs “Teasing” and “Horse Play”

## Conflict:

- Conflicts happen and are accidental or unplanned.
- Behaviors are not attention-seeking.
- Behaviors are not about power or control.

## Teasing and Horse Play:

- Teasing is generally a less serious, locally-defined incident.
- It is not reported to Florida Department of Education as SESIR data.
- It does not meet Florida Statue requirement for RIP.

# Direct Versus Indirect Bullying

## Direct Bullying

- Physical violence such as hitting, kicking, shoving, spitting
- Taunting, teasing, racial slurs
- Sexual, religious, or verbal harassment
- Threatening
- Obscene gestures
- Theft
- Destruction of property
- Stalking

## Indirect Bullying

- Getting another person to bully someone for them
- Intimidation
- Spreading rumors, public humiliation
- Deliberately excluding someone from a group or activity
- Relational aggression (gossip, lies, betrayal, isolation)
- Cyber-bullying
- Cyber-stalking



# Three Types of Bullying to Consider:

## Physical Bullying

Physical bullying is the harm to another's person or property

## Emotional Bullying

Emotional bullying is the harm to another's self-concept and self-esteem

## Relational Bullying

Relational bullying is harm to another through damage (or threat of damage), to relationships, or the feelings of acceptance, friendship, or group inclusion

# Brevard Public Schools: Elements of Bullying:

## Repeated, Imbalance of Power, Purposeful

### Repeated

- Behavior that is repeated multiple times or is highly likely to be repeated.\*
- Incidents of bullying happen to the same person over and over by the same person or group.

### Imbalance of Power

- An observed or perceived imbalance of power between the student(s) doing the bullying and the student(s) being bullied\*
- Physical, social, economic, racial, etc.

### Purposeful

- Actions are unwanted\*
- Aggressive behavior\*
- Intent to do harm
- Actions are hurtful

**“Bullying is unwanted, aggressive behavior among students that involves an observed or perceived imbalance of power. The behavior is repeated multiple times or is highly likely to be repeated.”**

**Recap: What is Bullying?**



# The Effects of Bullying on Children

## Bullying can have serious consequences

Children and youth who are bullied are much more likely to:

Be depressed, lonely, anxious

Have low self-esteem

Be absent from school

Feel sick

Think about suicide

## Reporting bullying to teachers/parents

Children do not always tell their teachers or parents that they are being bullied because they are:

Embarrassed,

Ashamed,

Frightened of the children who are bullying them,

Afraid of being seen as a “tattler.”



# Bullying In Schools – Data

- Nationwide, 19% of students in grades 9–12 report being bullied on school property in the 12 months prior to the survey.
- The following percentages of students ages 12-18 had experienced bullying in various places at school:
  - Hallway or stairwell (43.4%)
  - Classroom (42.1%)
  - Cafeteria (26.8%)
  - Outside on school grounds (21.9%)
  - Online or text (15.3%)
  - Bathroom or locker room (12.1%)
  - Somewhere else in the school building (2.1%)
- Approximately 46% of students ages 12-18 who were bullied during the school year notified an adult at school about the bullying.

# Cyberbullying – Social Media Data

- Among students ages 12-18 who reported being bullied at school during the school year, 15 % were bullied online or by text.
- An estimated 14.9% of high school students were electronically bullied in the 12 months prior to the survey.

# How Teachers and Staff Can Assist:

- Teach no tolerance for bullying, harassment or cyberbullying
- Demonstrate appropriate behavior and treat others with civility and respect
- Model speaking and acting in respectful ways when solving problems.
- Communicate with parents and guardians
- Help understand the meaning of kindness, respect and friendship.
- Create a positive school climate.
- Assist students with reporting bullying.

# How Teachers and Staff Can Assist:

## Teach Students Immediate Steps

Tell the bully to STOP!

Walk away

Seek help from a trusted school adult

If repeated make a report or assist

## Classroom Discussion Topics

School rules (Code of Student Conduct)

Expected behaviors and consequences for bullying, harassment and cyberbullying.

Bullying behavior and how hurtful it can be.

SAFE (**s**ay something to an adult, **a**sk for help, **f**ind a friend, **e**xit the area).

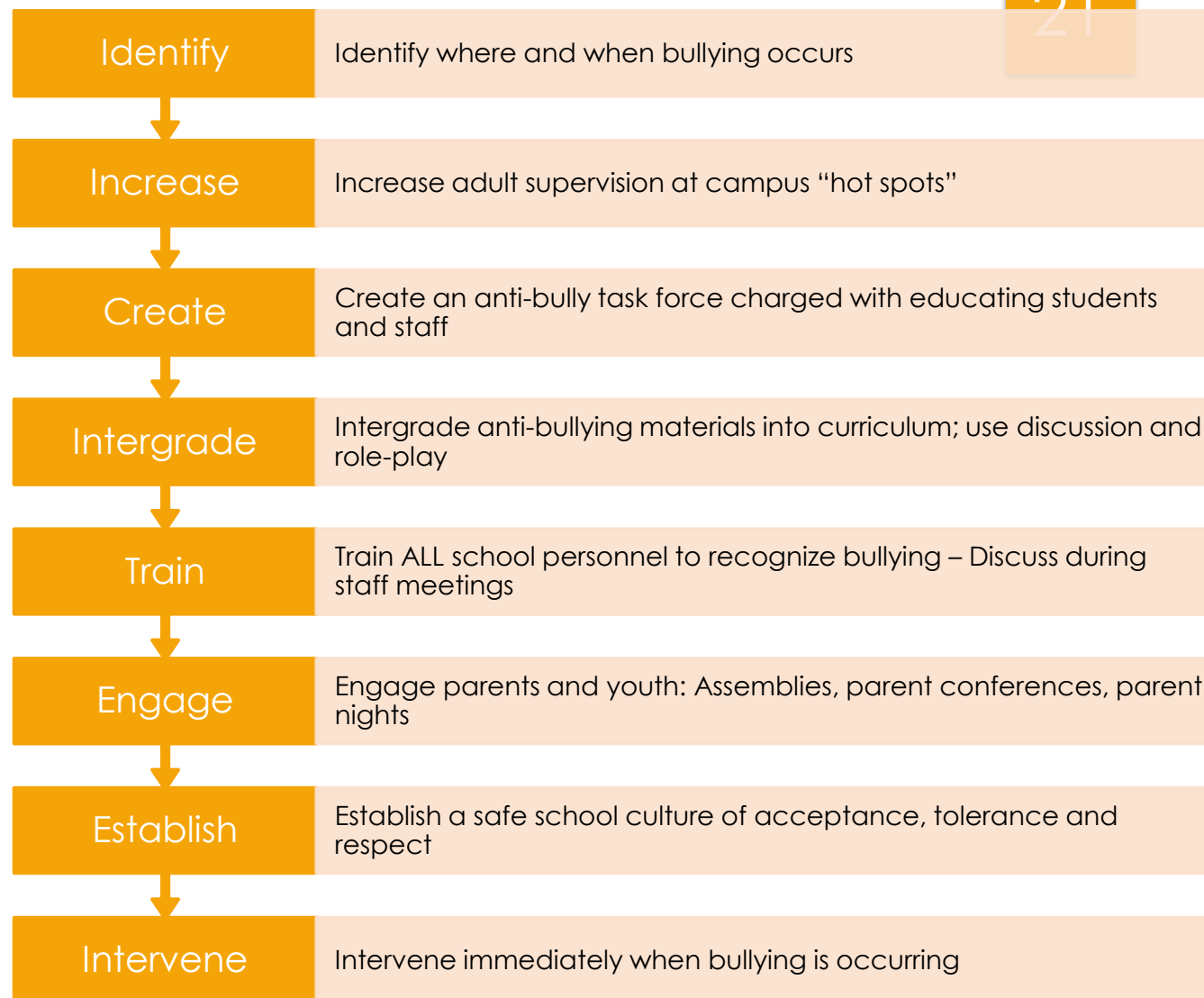
The various ways to report bullying behaviors



Adult intervention is one of the best defenses against bullying, harassment and cyberbullying.

Educators should be able to recognize the warning signs.

Steps for decreasing bullying incidents and increasing a culture of acceptance and safety for all.



Be supportive and gather information, never tell the child to ignore the bullying. If they were able to ignore it, they likely would not have told you. Often, trying to ignore bullying allows it to become more serious. • Don't blame or assume the child did something to provoke the bullying.

Learn as much as you can about the bullying tactics used, and when and where the bullying happened. Can the student name other children or adults who may have witnessed the bullying?

Do not criticize the student if you disagree with how they handled the bullying situation. Use this as a teaching moment.

Focus on the student

Listen carefully

Learn as much as you can

Empathize with the student

Assist with Reporting

Listen carefully to what the student tells you about the bullying. Ask them to describe who was involved and how and where each bullying episode happened.

Let them know that bullying is wrong, not their fault, and that you are glad they had the courage to tell you. Ask the student what they think can be done to help.

# What To Do If a Student is Being Bullied:

## GUIDELINES FOR REPORTING:

How Employees, Volunteers, Parents, and Students report a complaint for bullying, harassment, or cyberbullying.

### Verbal

- Verbal: In person, face to face.
- Submit the completed “BPS Parent, Teacher, Bus Driver, Other Staff, Witness Complaint Reporting Form” OR “The Student Reporting Form”

### Email

- Written: Email or Letter.  
Submit the completed “Complaint Reporting Form - Parent-Guardian” OR “Complaint Reporting Form - Student”

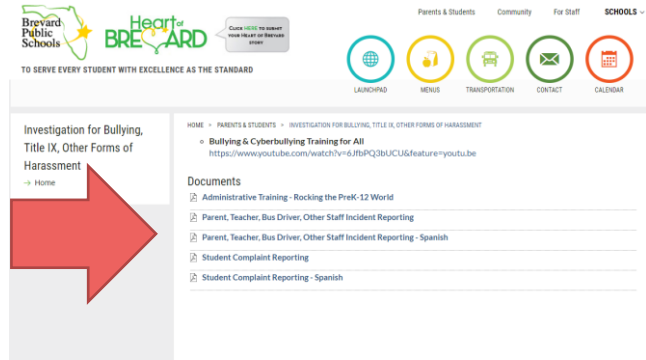
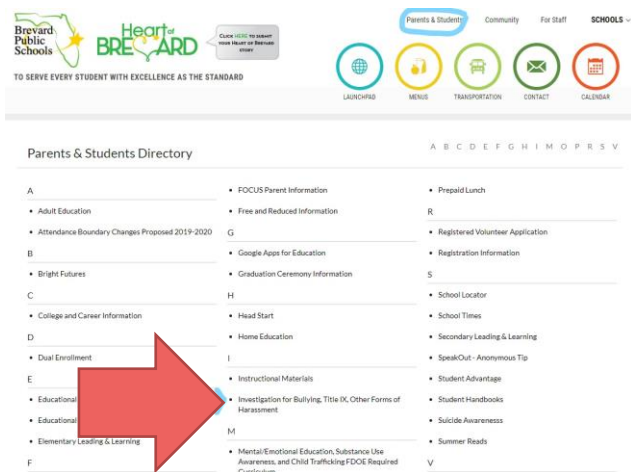
### Speak Out Hotline

- Anonymous: Speak Out Hotline 1-800-226-7733.

# Assisting Parents, Guardians and Students Locating Reporting Forms:

## BPS Website - Parents and Student Portal - Investigations for Bullying, Title IX, Other Forms of Harassment, Reporting Forms

LOCATING THE REPORTING FORM







### THE SCHOOL BOARD OF BREVARD COUNTY, FLORIDA STUDENT REPORTING FORM

**DIRECTIONS:** A student may file a complaint of bullying, harassment, sexual harassment or teen dating violence and abuse with a school official or by placing this form in the identified school's drop off spot for anonymous reporting. The confidentiality of this form will be maintained in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, Florida law, and/or as required by the 2020 Office of Civil Rights Title IX regulations.

Today's Date: \_\_\_\_\_ School: \_\_\_\_\_

Your Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Contact Phone # \_\_\_\_\_ Contact Email: \_\_\_\_\_

Who is bothering you? \_\_\_\_\_

**Nature of Complaint** (tell what happened): Choose all that apply and describe the exact words or behaviors used under "Other"

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Teasing  | <input type="checkbox"/> Hitting or kicking        | <input type="checkbox"/> Gender Discrimination        |
| <input type="checkbox"/> Gossip/rumors being spread                                 | <input type="checkbox"/> Name calling              | <input type="checkbox"/> Sexual Harassment            |
| <input type="checkbox"/> Shoving or pushing   | <input type="checkbox"/> Being left out on purpose | <input type="checkbox"/> Relationship/Dating Violence |
| <input type="checkbox"/> E-mail, text, social media (print all messages and attach) | <input type="checkbox"/> Sexual Assault            |   |
| <input type="checkbox"/> Other (please specify) _____                               |  |   |

**Describe what happened.** Attach a separate sheet, if necessary. \_\_\_\_\_

**When did this happen? Date(s):** \_\_\_\_\_

**Where did this happen?** Choose all that apply.

- |   |                                    |  |   |
|---|------------------------------------|--|---|
| <input type="checkbox"/> Classroom  | <input type="checkbox"/> Restroom  | <input type="checkbox"/> Playground      | <input type="checkbox"/> School bus                             |
| <input type="checkbox"/> Hallway  | <input type="checkbox"/> Cafeteria | <input type="checkbox"/> School bus stop | <input type="checkbox"/> At a school related or sponsored event |
| <input type="checkbox"/> Other school location (please specify) _____     |                                    |  |   |
| <input type="checkbox"/> Off Campus/Other Location (please specify) _____ |                                    |  |   |

**How many times has this happened before?** \_\_\_\_\_

**Have you reported this problem to your teacher, principal, or other school staff before?**

☐ Yes ☐ No

If yes, to whom was it reported and what occurred in the past? Attach a separate sheet, if necessary.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### THE SCHOOL BOARD OF BREVARD COUNTY, FLORIDA COMPLAINT REPORTING FORM (parents/guardians, witness, BPS staff and volunteers)

**DIRECTIONS:** A student may file a complaint of bullying, harassment or teen dating violence and abuse with a school official or by placing this form in the identified school's drop off spot for anonymous reporting. The confidentiality of this form will be maintained in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232 g, Florida law and/or as required by the 2020 Office of Civil Rights Title IX regulations.

Today's Date: \_\_\_\_\_ School: \_\_\_\_\_

**Your Name:** \_\_\_\_\_

☐ Parent/Legal Guardian ☐ Teacher/Staff ☐ Bus Driver ☐ Other (Witness): \_\_\_\_\_

**Contact Email:** \_\_\_\_\_ **Contact Phone #** \_\_\_\_\_

**Were you an eyewitness?** ☐ No ☐ Yes

**If no, who reported it to you?** \_\_\_\_\_

**Who does this involve?** \_\_\_\_\_

**Nature of Complaint** (tell what happened): Choose all that apply and describe the exact words or behaviors used under "Other."

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Teasing   | <input type="checkbox"/> Hitting or kicking        | <input type="checkbox"/> Gender Discrimination        |
| <input type="checkbox"/> Gossip and rumors being spread  | <input type="checkbox"/> Being left out on purpose | <input type="checkbox"/> Sexual Harassment            |
| <input type="checkbox"/> Shoving or pushing  | <input type="checkbox"/> Name calling              | <input type="checkbox"/> Relationship/Dating Violence |
| <input type="checkbox"/> E-mail, text message, social media ( <b>Print all messages and attach</b> ) |  | <input type="checkbox"/> Sexual Assault               |
| <input type="checkbox"/> Other (specify) _____   |  |   |

**Describe what happened (the most recent incident).** Attach a separate sheet, if necessary.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**When did this happen? Date:** \_\_\_\_\_

**Where did this happen?** Choose all that apply.

- |   |                                   |                                     |   |
|---|-----------------------------------|-------------------------------------|---|
| <input type="checkbox"/> Classroom  | <input type="checkbox"/> Restroom | <input type="checkbox"/> Playground | <input type="checkbox"/> Hallway                                |
| <input type="checkbox"/> Cafeteria  | <input type="checkbox"/> Bus      | <input type="checkbox"/> Bus Stop   | <input type="checkbox"/> At a school related or sponsored event |
| <input type="checkbox"/> Other school location (please specify) _____     |                                   |                                     |   |
| <input type="checkbox"/> Off Campus/Other Location (please specify) _____ |                                   |                                     |   |

**Is there anyone who witnessed this behavior?** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Information to Include:





# Schoolwide Supports

**Counseling**

**Safety plan**

**Stay away contract\***

**Social skills training**

**Conflict resolution training**

**Check in check out contact person**

**Mentoring**

**Review bullying prevention policy**

**Seating or schedule change**

**\* (grades 5<sup>th</sup> to 12<sup>th</sup>)**





## ACTIONS TAKEN FOR STUDENTS WHO VIOLATE THE POLICY...

Counseling  
Safety plan  
Stay away contract\*  
Social skills training  
Conflict resolution training  
Mentoring  
Review bullying prevention policy  
Seating or schedule change  
Referral to Certified Behavior Analyst (CBA)  
Suspension  
Expulsion  
Reported to Law Enforcement

\*(grades 5<sup>th</sup> to 12<sup>th</sup>)

# Remember Your Responsibility is to:

## Uphold the Florida State Statue by:

- Prohibiting bullying or harassment by any student, school employee, volunteer, parent and/or school visitor
- Reporting bullying/harassment should it be happening to you, or you witness it happening to someone else

## Incident Reporting and Immunity

- **GOOD FAITH** – Anyone making a report in good faith is immune from cause of action/damages. It will NOT affect employment, grades, learning/working environment or assignments.
- **WRONGFUL & INTENTIONAL** – Consequences and appropriate remedial action will apply.

# Liability, Negligence, Duty of Care

## Liability

**Liability** is legal responsibility.

The obligation to do, or not to do something (All BPS employees are liable for the safety of students.)

## Negligence

**Negligence** is the failure to act as a reasonable person would be expected to act in a similar circumstance.

## Duty of Care

**Duty of Care** requires individuals to consider the consequence of their actions and omissions.

AND, to ensure those actions or omissions do not give rise to a foreseeable risk of injury to another.

# Additional Information

## HOW NOT TO BE NEGLIGENT

- Stop the bullying, harassment, cyberbullying on the spot.
- Notify parents.
- File a Compliant Investigation Report.

## CONSEQUENCES FOR VIOLATING THE POLICY

- Brevard Public School employee's ethics policy
- Referral to (EAP) Employees Assistance Program
- Disciplinary letter placed in file
- Reported to Professional Practice Commission
- Suspension and possible recommendation of termination



## Additional Resources For Teachers and School Staff

[Creating a Safe and Respectful Environment in Our Nation's Classrooms](#)

[Monique Burr Foundation: Prevention Education Programs](#)

[StopBullying.gov](#)

- [Prevention at School](#)
- [Stop It on the Spot](#)

[National School Safety Center: Bullying in Schools](#)

[Creating a Safe and Respectful Environment on Our Nation's School Buses](#)

[Bullying: A Module for Teachers \(American Psychological Association\)](#)

## Closing Quote:

“The most effective strategies to stop bullying involve the whole school working together to change school climate and norms of behavior. Based on research, key strategies include establishing school wide rules, consequences for bullying, educator training, parent engagement, classroom management, playground supervision, and cooperative group work.”

## Effective Strategies

Dr. Maria Ttofi and Professor David Farrington - University of Cambridge





# Thank you and Have a GREAT day!

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