

Knowledge, Compassion,



Strength and Integrity

NORTH STAR ACADEMY LAVAL ACTION PLAN AGAINST BULLYING

GUIDE FOR STUDENTS, PARENTS AND SCHOOL STAFF



North Star Academy Laval is speaking out!

Working document



INTRODUCTION

Goal: This plan was created in order to prevent and deal with all forms of bullying and violence towards students and the faculty at North Star Academy. This document will also introduce the different forms of bullying; the procedures involved with reporting an incident, and will show how the school will establish a safe and educational environment for our students, while respecting confidentiality.

We, at North Star Academy want to show everyone involved in our school that we care...we are a family.

WE ARE ALL DIFFERENT. LET'S ACCEPT THAT. **NO ONE** HAS THE RIGHT TO MAKE ANYONE FEEL ALONE, SAD, NOT WANTED, NOT LIKED, HATED, DIFFERENT, HURT, DEPRESSED, OR EVEN SUICIDAL!!!!

Speak up if anyone has ever made you feel this way or if you've witnessed anyone making anyone else feel this way!

Any incidence of violence or bullying, cyber bullying and any event that could occur in the school bus - is unacceptable

Every person in our school should treat others how they want to be treated. With: **equality and respect!**

We can protect you at North Star Academy. Our Anti-bullying Committee and staff are committed to keeping you safe. We are equipped with camera surveillance.

Any report or complaint will be handled confidentially.

CONFIDENTIAL

**Prepared and created by the Student Life Department, updated by Principal Marina Robinson (March 2018).
Information adapted from The Action Plan to Prevent and Deal with Violence in the Schools MEES 2016 .**

Introduction

Table of Contents

What is Bullying	page 5
Are you being bullied	page 6
Parents of victim.....	page 7-8
Witness	page 9-10
Cyber bullying	page 11- 12
Bill 56	page 13-14
Victims.....	page 15
Reporting	page 16
Report Form	page 17
Prevention	page 19-20
Who is the Anti-Bullying Committee	page 21
Penalties/Actions taken	page 21
Contact information.....	page 22-23
North Star Academy Anti-Bullying contract.....	page 24

The Quebec Education Act outlines the contributions of all stakeholders, including students, parents, staff, governing board and the school board, regarding their responsibility towards the elimination of bullying and violent behaviour in the school community. In particular, Articles 75.1 and 96.12 of the Education Act outline the school's responsibility to develop, implement, and review an anti-bullying and anti-violence plan in collaboration with school staff on an annual basis. This plan, as outlined on the following pages, must be approved by the governing board and reported on annually.

North Star Academy Laval is committed to working towards eliminating all forms of bullying and violence in its community and to regularly measure its school climate as it relates to these particular issues.

North Star Academy Laval is a school with 10 years of tradition and pride, and is currently comprised of close to 140 students as well as 15 faculty and staff members. North Star Academy Laval strives for excellence in all areas of school life. The school is committed to creating a safe environment at this small Family School. Our goal is for all students to learn and to develop into contributing members of society. We aim to provide students with opportunities which will allow each of them to reach their personal, academic and physical potential.

What is Bullying?

- Bullying can **take place in all types of environments**: in school corridors, in the classroom, on the playground, in the streets, transportation to/from school, virtually (cyber bullying through cell phones, text messages, instant messages, e-mail, the internet) and even at home (between brothers and sisters).
- Bullying is a **repeated action or remark** that threatens, hurts, humiliates or frustrates another person.
- Bullying creates a **feeling of distress** in the person who is subjected to it.
- Victims are **dominated by another person or group** and find it hard to defend themselves.
- Bullying can be motivated by **negative attitudes** towards: ethnic origin, sexual identity/orientation, race, religion, gender, disability or an illness, a physical characteristic (weight, height, etc.), likes or dislikes, someone with whom the perpetrator was romantically involved,
- Bullying is **not a simple argument, fight, conflict or difference of opinion between friends**.
- Bullying can turn daily activities such as going to school or eating in the cafeteria into a **nightmare**.
- Bullying can even make **victims sick or have thoughts of suicide**.

Criteria for bullying:

- An **act of violence or intimidation**, with the intention of doing harm or not
- **Imbalance of power** between perpetrator and victim
- **Feelings of distress and powerlessness** experienced by the person being bullied
- **The repetition and persistence** of aggressive acts or verbal abuse.

Understanding a bully: Why do people bully others?

- Bullies want to make themselves feel proud by hurting others due to low self-esteem
- Bullies are usually jealous of others.
- Bullies want to gain popularity and attention.
- Bullies think it is funny to see others hurt.
- Bullies are weak.
- Bullies have nothing else to do; but, hurt others
- Bullies may have learned this behavior from others.

Bullying can manifest itself in other ways indirectly it may be hard to detect or perceive:

- Name-calling, mocking laughter, defiance, to humble or threaten another person, to make racist or sexist comments.
- Hitting, kicking, shoving, spitting, punching, stealing, damaging property or sexual harassment.
- Exclusion from a group or social isolation, gossiping or spreading rumors, slandering, mockery, ending friendships. Revealing secrets, speaking behind someone's back or using graffiti to make derogatory remarks about someone.
- Use of non-verbal language (e.g. turning ones back, mumbling, or rolling one's eyes).
- Sending text or pictures with the use of e-mail, texting, cell phones or social media to threaten, harass, embarrass, spread rumors, exclude someone, or damage a reputation or friendship.

Violence:

"Any use of force—verbal, written, physical, psychological or sexual—against any person, by an individual or a group, with intent to directly or indirectly wrong, injure or oppress that person by attacking his or her integrity, psychological or physical well-being, rights or property." (Mels, 2009)

Are you being bullied?

Have you experienced any of the following?

1. Someone said hurtful things to you or behind your back?
2. Someone called you names?
3. Someone hurt you physically and/or emotionally?
4. Someone spread rumors about you?
5. Someone made you feel unwanted, lonely, scared or hated?
6. Someone made you do something you didn't want to do?
7. Someone damaged or took your belongings?
8. Someone laughed at your behavior, looks, family, etc...

Have you ever had thoughts of.....

1. Feeling insecure or scared?
2. Hating yourself?
3. Changing yourself to make others like you more?
4. Believing lies bullies are telling you?
5. Not attending school or activities you like?
6. Running away?
7. Hurting yourself?
8. Suicide?
9. Killing or hurting the bully?

What to do if you are being bullied:

1. Talk to someone who you trust that can help the situation (parent, teacher, principal, etc...)
2. Talk to the Anti-Bullying committee
3. Try to ignore or walk away from the bully.
4. Talk to your parents about it.
5. Confront your bully. Ask them to stop. Walk away.
6. Send the Anti-Bullying committee an email (remember the reporting will remain confidential)

Parents of a student victim

How to recognize the signs if your child is being bullied?

A victim of intimidation or bullying will not necessarily be evident with physical injury.

1. Does your child seem anxious or depressed (ex. sad, unhappy, vague, easily annoyed, hopeless, etc.)?
2. Has he or she suddenly lost interest in favorite activities?
 3. Is he or she suffering from low self-esteem?
 4. Is he or she afraid of going to certain places, such as school or the mall?
 5. Has your child suddenly stopped using the Internet?
 6. School grades have lowered for no reason?
7. Does your child often complain of feeling ill and doesn't want to go to school?
8. Has he or she expressed suicidal thoughts or the urge to drop out or to run away?

If you are a concerned parent, you must do something.

- Stay calm; provide your child with comfort.
 - Take the time to listen.
- Ask the child to describe the incident in detail (you can take notes).
 - Don't blame him or her.
- Be reassuring and show the child you're on their side and will help them take action.

How should you intervene on behalf of your child?

Act immediately!

- Speak to someone at the school who can help your child resolve the problem..
- Encourage your child to identify his or her aggressor(s). (Tell your child that there is nothing bad about naming names, that it takes courage to do this and is necessary to fix the problem and that any report will remain confidential)
 - Show that you're on their side and you're going to help your child to find a solution.
 - Tell your child to avoid any acts of vengeance.
- If possible, encourage the child to stick to friends he or she can rely on. (As part of a group, he or she is less likely to be bullied and will more be capable of defending himself or herself.
 - Whenever possible, recommend avoiding places that are convenient to bullies.
- After a few days, check in with your child in terms of reoccurrences and get back in touch with the interveners previously contacted (if required).
- If the situation causes distress in the daily functioning of your child, ask for a meeting with the school administration to discuss the situation.
 - Don't wait for the situation to go away.

At any time, you can contact the school administration to report an incident, whether your child is involved or not.

It is your responsibility to help your child to stop the bullying!

- Discuss the impact on the victim. Make your child understand how the other person feels.
- Give them different methods to express what they want in more appropriate ways and give your child ideas as to how they might express their feelings without harming others.
- Explain the gravity of the act and the consequences of their action or words.
- Explain to your child what might happen to them if they continue to act aggressively (suspension, expulsion, complaints to police, going to court).
- Contact the school to report the intimidation and to receive specialist support for your child.
- Collaborate with the school staff to resolve the matter quickly.
- Don't hesitate to ask for professional help to help you in this situation (CSSS, psychologist, etc.).
- Keep calm and listen to what your child's explanation of their wrongful act.
- Make them understand that you take the situation very seriously.
- Impose a disciplinary consequence that you feel suitable.
- Offer your child any help they may need.
- Discuss examples of intimidation that can be seen on TV, in a movie, a video game, etc.
- Remind the child that it is important to respect other kids, despite their differences (e.g. sexual orientation, race, physical size, appearance, etc...).
- Spend more time with your child and oversee any activities.
- Try to know who his or her friends are and how they spend their spare time.
- Book an appointment with the Guidance Counselor if needed.

Witnesses

- Witnesses are often involved in situations of violence or bullying.
- In some cases, witnesses can experience long-term effects similar to those experienced by the victim. They can feel angry, ashamed, guilty and powerless.
- Some witnesses can fear being associated with the victim (being seen as an accomplice, being provoked into participating in violence, or being called a snitch.)

Given the fact that witnesses play a key role in how situations of violence or bullying develop, making all young people aware of the importance of denouncing acts of violence and bullying should have a positive effect on our ability to deal with this issue.

What to do if you are a witness of someone being bullied:

1. Inform someone who you trust that can help the situation (parent, teacher, principal, etc...)
2. Talk to the Anti-Bullying Committee
3. Send the Anti-Bullying Committee
4. Try to stop the bully by letting them know it's not cool to hurt someone.
5. Become friends with the victim and let them know you are on their side.
6. Fill out a report found in this document or with the administration at the school.

Remember you are not "snitching" you are putting a stop to a negative behavior

It has been shown that witnesses are present in 88% of bullying episodes and that bullying stops in under 10 seconds in two thirds of the situations in which a peer intervenes directly. (Hawkins, Pepler and Craig, 2001)

Have you ever seen someone being bullied?

What can you do to make it stop?

Your reactions can encourage or discourage the bully. If you stand by as a spectator, you are part of the problem and can make the situation worse. You have a big responsibility if you witness bullying!

- **Do something- Be part of the solution** (rather than just standing by and watching). If you feel safe, tell the bully to stop or defend the person; otherwise, go and look for an adult. If you don't do anything when someone bullies someone else, you are simply encouraging the bully to think it's OK to continue.
- **Don't be afraid to be considered a 'snitch' when you report bullying.** A 'snitch' is not someone who steps in when another person is in harm's way. When you tell an adult that a friend or someone you know is being bullied, you HELP victims and you contribute to protecting them.
- **Show support.** Comfort the person being bullied. Show the victim that you support him or her and that you're on their side and that you don't agree with what's happened. Offer assistance to the victim or invite them to activities at school or outside of school hours or invite them to join you and your friends.
- **Never encourage anyone to bully someone else.** You are just as much the bully!
- **Fill in a Report Form or help the victim fill the report.**

Parents of a student witness

Has your child witnessed an act of bullying?

If your child confides in you about a bullying incident, it's important to reassure them that he or she has a big role to play when it comes to helping a victim.

Listen carefully and give advice on what to do next:

- Explain to the child that bullies need an audience. By acting alone, they have less power.
- Remind them that their reactions can either encourage or discourage the aggressor.
- Point out that he or she can intervene directly if he or she feels safe, or, if they don't feel safe, they can always get an adult.
- Remind them the importance of reporting the incident. Make your child understand that you're not a 'snitch' if you help someone in trouble.
- Tell them they can also confide in a trusted adult at the school.
- Tell your child that they should remind the victim to report the incident to the school.
- Remind them to be there for the person. Offer the victim to hang out with them.
- Tell your child to always refuse to post or to send any image, video or message that is hurtful to somebody.
- Remind them of the importance of taking an anti-bullying stance on anything they witness, even if it seems harmless or doesn't affect them directly.

Parents of a student aggressor

Recognize the signs when your child acts aggressively

Intimidating behaviour can be prevalent among children from all backgrounds, ages and gender. It is important to recognize the tell-tale signs if you want to stop this behaviour.

Remember the same child can also go from being a victim to being an aggressor.

These can be signs of aggressive behavior:

- Child needs to dominate.
- Child lacks in interpersonal skills.
- Child believes that the aggression is a good way to settle a conflict.
- Child sees hostility where there is none.
- Child expresses a lack of remorse and has difficulty expressing regret.
- Child puts on a brave face of being self-assured and overly confident.

Listen to others (school staff member, another parent or a fellow student) who tell you that your child's being too aggressive

Cyber bullying

- Cyber bullying can be manifested via the following behaviors: **Threats, insults, rumors, identity theft, harassment, discrimination, slander, back stabbing, filtering or online blocking, provocative cell phone messaging , posting fights or incidents on YouTube , inappropriate messages or photos with or without permission , intent to 'out' one or other persons .**
- The virtual world is **accessible** at any time and from just about any place.
- Allows the **immediate distribution** of words and images, which is **unlimited and irreversible**.
- It can occur in a **secretive** manner and forego the supervision of parents, teachers and other responsible adults.
- The perpetrator **can deny** the facts and not acknowledge his/her actions. Thinks he/she can remain anonymous.
- Promotes **depersonalization and lack of empathy**: being in front of a computer screen enables the perpetrator shows less restraint than if he/she was face-to-face with the victim and cannot see the effects of his/her actions.
- Can **pretend to be another person**
- Can **react spontaneously** without taking time to reflect or making a better decision before acting.

If you find out that your child is involved in cyber bullying:

- Explain that cyber space is a public place; it is accessible to all.
- Oversee your child's online activities and encourage more positive interactions.
- Put the computer in a common area.
- Impose a disciplinary consequence that you deem appropriate for the situation (take it away)
- Teach your child to respect others; even in cyber space.
- Remind your child to never to post a message or picture that he or she wouldn't say or show to another person.
- Explain to the child that spreading rumors, revealing personal information and posting photos or videos without authorization is illegal and can also be just as harmful as physical injury.
- Point out that it's important to respect the private life of the others; you shouldn't access their computer, mp3 player, cell phone, etc.
- Explain to your child what might happen to them if they continue to act aggressively in cyberspace (school suspension or expulsion, complaints to police, going to court).

Methods to protect your child from cyber bullying.

- Encourage your child to keep in touch with friends in the real world.
- As best as you can, keep an eye on your child's online activities.
- Put the computer in a common area in the house.
- Check if your child is afraid to go on the Internet or if their online access suddenly stops.
- Recommend avoiding places that are convenient for cyber bullies such as chat rooms, online games, etc.
- Educate your child. Remind them to never allow someone to take incriminating pictures of them or to never send intimate pictures of themselves; even to their significant other.
- *Tell them to stop responding to any messages of intimidation. The cyber bully wants the victim to respond.*
- Tell them to avoid sending an insulting or menacing reply. It could come back to haunt you.
- Inform them they can block the address contact information of anyone threatening you.
- Encourage them to talk about the situation with an adult.
- They can track the address(es) where the threatening messages came from.
- Demand to save all the threatening messages that you receive, whether by email, text or instant message.

If you believe that the safety of your child is threatened or that he or she is a victim of a criminal act (harassment, sexual assault, threats, extortion, etc.), do not hesitate to contact the police. This is a resource always open to you, whatever the steps the school has taken to counteract the bullying.

What should you do if you know about a case of cyber bullying?

REACT. Remind the bully it is wrong.

REFUSE to pass along or resend an image, video or message that is offensive to someone.

SAVE threatening messages as proof of what you have seen.

REPORT the incident to the Anti-bullying in person or via email. They will contact the parents and they will decide if this should be reported to the police.

Did you know there was a bill passed to prevent and stop bullying?

(Taken from MEES Document <http://www.mels.gouv.qc.ca/ca/en/current-initiatives/violence-at-school/bill>)

Bill 56: An Act to Prevent and Stop Bullying and Violence in Schools

In order to make the various players more accountable with respect to bullying and violence in schools, on June 12, 2012, the National Assembly passed Bill 56, *An Act to prevent and stop bullying and violence in schools*, which involves various amendments to the *Education Act* and the *Act respecting Private education*. Bill 56, which was tabled in the National Assembly in February 2012 by the Minister of Education, Recreation and Sports, specifies the duties and responsibilities of the relevant school stakeholders and their partners. It also stipulates that school boards must see to it that each of their schools provides a healthy and secure learning environment that allows every student to develop his or her full potential, free from any form of bullying or violence.

Amendments to improve the Act were made following special consultations over the last few months and detailed consideration in the Committee on Culture and Education. Bill 56, *An Act to prevent and stop bullying and violence in schools*, makes it possible to achieve the following objectives:

- to define what constitutes bullying and violence in schools after consulting with experts in the field
- to define the responsibilities and duties of students, parents, school staff, school principals, governing boards, school boards and the student ombudsman; this is now regarded as a collective and shared responsibility
- to call to account a student who has committed an act of bullying, and that student's parents
- to require that every public and private educational institution adopt and implement an anti-bullying and anti-violence plan
- to require that every school principal set up an anti-bullying and anti-violence team and designate a school staff member to coordinate its work
- to require that every school board enter into an agreement with:
 - each authority responsible for a police force in its territory, to determine how the officers of that police force will intervene in an emergency or when an act of bullying or violence is reported to them
 - an institution or another body in the health and social services network for the provision of services to students after an act of bullying or violence is reported; the school board may also enter into an agreement with a community organization
- to require each school board to state, in its annual report, the nature of the complaints reported to the director general by the principal, the corrective measures taken and the proportion of these measures for which a complaint was filed with the student ombudsman

In addition, the anti-bullying and anti-violence plan adopted by every public or private educational institution must, among other things:

- include prevention measures to put an end to all forms of bullying and violence based, among other things, on racism, sexual orientation, sexual identity, homophobia, a disability or a physical characteristic, as well as prevention measures to encourage the collaboration of parents in putting an end to bullying and violence and in creating a healthy and secure environment

- establish procedures for reporting or registering a complaint concerning an act of bullying or violence, or for reporting the use of social media or communication technologies for cyber bullying purposes
- specify the actions to be taken when an act of bullying or violence is observed
- define the supervisory or support measures to be provided to any student who is a victim of bullying or violence, as well as supervisory or support measures for the perpetrator or anyone witnessing an act of bullying or violence
- determine specific disciplinary sanctions for acts of bullying or violence depending on the seriousness and frequency of these acts
- specify the required follow-up on any report or complaint concerning an act of bullying or violence

Bill 56 is part of the [government strategy to get all Quebeckers to join the fight against bullying and violence in the schools](#), introduced by the Minister of Education, Recreation and Sports on February 12, 2012. This strategy is made up of four components: mobilization, communication, legislation and action.

Victims

Have you been a victim of bullying?

What can you do to make it stop?

- **Don't wait, it only makes it worse.** Act right away - **MAKE A REPORT or TELL AN ADULT YOU CAN TRUST!**
- **Defend yourself!** Stay calm and do what you can do.
- **Stay with friends or be close to an adult.** As part of a group, you're less likely to be bullied and will be better able to defend yourselves.
- **Do something!** Bullying is serious, and must **NEVER** be tolerated.

You're not a 'snitch' if you report bullying; you're someone who demands respect.

If ever you sense an immediate danger to your safety, that you are a victim of a criminal act or that someone is threatening you, don't hesitate one moment – someone can help you contact the police if necessary.

Are you being bullied on social media, by texting or cell phone?

How can you make it stop?

Protect yourself

- Keep your password a secret and give your phone number or your email address only to ones you trust.
- Refuse any invitation or request to be 'friended' that comes from an unknown source.
- Keep contact with your friends outside of the online world.
- Avoid places that are convenient for cyber bullies such as chat rooms, online games, etc.
- Never allow someone to take incriminating pictures of you or never send intimate pictures of yourself; even to your boyfriend or girlfriend.

ACT:

STOP immediately if you have received threatening messages; the bully wants you to respond.

AVOID sending an insulting or menacing reply.

BLOCK the address contact information of anyone threatening (you can delete or block individuals, addresses or numbers).

TRACK the addresses where the threatening message came from.

SAVE all the threatening messages that you receive, whether by email, text or instant message.

TALK about the situation with an adult you can trust (e.g. Anti-Bullying Committee, parent, principal or teachers).

Reporting – What to do?

Victim or student witness:

If you see an incident that can potentially lead to bullying or to violence (that you were able to or not able to intervene) and you want to report it...

✓ You can fill out a **Report** describing what you witnessed (found in this document, at the school Administration office or with the anti bullying committee.)

✓ You can hand in the Report to the school office, the Anti-Bullying Committee, parents

OR

✓ You can send an e-mail to: [speakingout@northstaracademy .ca](mailto:speakingout@northstaracademy.ca)



✓ You can visit the website at <http://irightthewrong.com> and check out the YOUTH section

Remember you are not a “snitch” you are saying NO to disrespect!

Once the report is viewed, someone from the AntiBullying Committee will contact you to explain how we will help regarding the situation you saw. Students involved will not know about your Report since this information is strictly confidential.

Student Report Form-bullying

Please read the Reminders on the back of this page

Date: _____

Your name: _____ Level: _____ Witness Victim

Perpetrator's name: _____ Level: _____

Names of other witnesses: _____

Type of violence: (can be more than one) Physical Verbal Cyberspace Sexual Damaging of property

DESCRIPTION OF THE INCIDENT (please indicate the **persons involved a well as: location, time and frequency**)

Has this type of incident already occurred? YES NO I don't know

If YES, indicate the number of times: (_____) and for how long? (_____)

Did you do something to stop the situation? YES NO

If YES, what did you do?

We'll be in touch with you confidentially to get more information.

Office use only:

Received by: _____ Date: _____

Steps taken:

Police involvement: Yes No

Reminders:

Can you tell the difference between teasing, arguing and bullying?

Do you know what bullying is?

Bullying is when a person or a group of people insults, humiliates or excludes someone, hits or threatens them, or steals or breaks something of theirs. Bullying can be done to someone's face or behind their back, on the Web, through text messaging or on the phone. It's no accident; nor is it teasing or joking, because it's no laughing matter. It's not just bickering or some disagreement between friends that ends and is soon forgotten. It happens over and over again. When someone's being bullied, they can feel afraid and alone. They feel powerless and defenseless around the person, or persons, hurting them. And they don't know how to make the bullying stop.

Do you know what violence is?

Violence is the use of force with the intent to hurt someone. It can take many forms: it can be verbal (insults, yelling); written (text messages, e-mails, etc.); physical (hitting, injuring); psychological (threatening or putting someone down, gossiping, excluding someone); material (stealing or breaking something belonging to another person); or sexual (language or behaviour that is inappropriate, embarrassing, humiliating, etc.). Violence, when it occurs, is no accident. Someone can be attacked for many reasons: the perpetrator may want to make his or her friends laugh, gain social status, or frighten, threaten or dominate another person.

Acts of violence can traumatize not only the victims, but witnesses and peers as well. Violence can be experienced as outright aggression or threats, or as actions intended to dominate, oppress or even cause physical harm. There are also different degrees of violence, each of which can harm an individual physically, socially, materially and psychologically, or undermine his or her rights and freedoms.

You must NEVER tolerate violence or bullying! You have to tell someone!!

(Taken from MEES Document <http://www.mels.gouv.qc.ca/ca/en/log-in-to-the-positive/students/>)

North Star Academy Laval will implement the following steps in order to measure and monitor school climate and perceptions of bullying and violence:

- Educate the student population on what bullying is.
- Commit to keep written reports regarding incidents of violence or bullying, including transportation/bus reports related to acts of bullying, as well as tracking the measures taken as a result of these incidents.
- Create an anti-bullying and anti-violence team, as per Article 96.12 of the Education Act, and designate a school staff member to coordinate its work.

Prevention Measures

North Star Academy Laval's Community holds firm in its belief that education and dialogue are the keys to changing attitudes towards issues of bullying and violence in schools. As educators, we are committed to providing opportunities for all members of our community to explore these issues, share experiences, move towards a greater understanding of their underlying causes and build the capacity to rise above them. Established measures such as those listed below will be considered as prevention measures to promote a safe and caring school environment.

The following are the proposed Measures to put an end to all forms of bullying and violence, in particular those motivated by racism and homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic:

- North Star Academy Laval's Code of Conduct will be distributed to all students and parents at the beginning of every school year.
 - The Code of Conduct will be reviewed, and prevention measures discussed, with students at the beginning of the school year during student assemblies.
 - North Star Academy Laval's will promote the goals and objectives of the MEES on bullying through its classes, including Ethics and Religious Culture.
-
- Extracurricular activities take places at lunch time and after school
 - Role-playing workshops that take place in our Drama club, during the Anti Bullying week and at the beginning of the school year.
 - Increase the buddy system approach that includes programs to help mediation, conflict resolution and peer tutoring.
 - During the anti-bullying week, students take a pledge and participate in the pink t-shirt competition.
 - Cyber bullying workshops will be presented by Guest speakers
-
- North Star Academy Laval will continue to supervise all areas, in and around the school, to minimize any act of bullying and/or violence.

- North Star Academy Laval will continue to implement programs related to anti-violence and anti-bullying over the course of each school year.
- North Star Academy Laval will continue to encourage and support mentoring programs between grade levels to promote modelling positive peer relationships.
- North Star Academy Laval will continue to encourage and support community programs, such as the Kids Help Line, and activities that promote a sense of belonging and unity with the student body.
- North Star Academy Laval will continue offering counselling and guidance to identified students as a proactive approach to reducing acts of bullying and/or violence.
- North Star Academy Laval will continue to encourage its use of Houses to create a sense of community.
- North Star Academy Laval will host presentations by outside organizations that will focus on the theme of anti-violence or anti-bullying.



Who is the Anti-bullying Committee?

Mrs Pepin, Mrs. Robinson, Mme.Satar, NSA students and the school committee

Remember what you disclose to the committee stays confidential

Penalties and Actions Taken

Intimidation (bullying) and violence of any nature constitute unacceptable behaviour and are forbidden at all times in the school environment. Intervention and penalties are mandatory.

Any student who adopts this behaviour is liable to the following penalties, as determined after assessing the situation (duration, frequency, intensity, gravity, legality):

- *End of activity*
- *Apology*
- *Withdrawal from activity*
- *Meeting with school administration with or without parents*
- *Giving back to the school (cleaning up, helping with paper work, set up, etc...)*
- *Internal or external suspension*
- *Expulsion*
- *Referrals to internal or external services*
- *Probation*
- *Anger Management courses*
- *Detention*
- *Any other disciplinary measures that are appropriate for the situation*
- *Police report*

Please note that nothing in this policy shall be interpreted in a manner inhibiting an administrator's use of his/her best judgement and discretion consistent with providing a safe and caring learning environment.

These sanctions are put into place to protect our school's [Code of Conduct](#).

Contact information for help:

North Star Academy

Josee Pepin- School Director, Head of school- 450-973-9797

Marina Robinson, Principal - 450-973-9797

Nelly Satar, School Counselor- 450-973-9797



Tel-Jeunes

Bullying, taxing, drugs, suicide. Tel-Jeunes is a free, confidential bilingual resource for young people throughout Québec. It is available 24/7.

1-800-263-2266

en.teljeunes.com/home 

1-866-277-3553

Suicide is not an option.

Unfortunately, bullying and violence are risk factors for suicide. If you are concerned, thinking about suicide, or if you'd like to know how to help a friend or sibling who you think is at risk, call 1-866 APPELLE (277-3553). You will be directed to a counsellor in your region. Please note that some regions may not provide service in English. In such cases, you will be redirected to an English-language suicide prevention service.

www.agps.info/besoin-aide-urgente/ 

This free, confidential helpline will connect you with a suicide prevention resource in your area any time, day or night, 7 days a week.

You can also visit the Suicide Prevention Centre Web site in your area. The list of centres is available [here](#).  (French only).

Kids Help Phone

Kids Help Phone is Canada's only telephone and online counselling service for kids and teens. The support is free, anonymous and confidential. Professional counsellors are available anytime, day or night, 365 days a year, to help with any problem, big or small.

1-800-668-6868

kidshelpphone.ca/teens/home/splash.aspx 

Gay Line

Gay Line is a help line that provides information in response to questions regarding sexual orientation. The centre's services are offered free of charge throughout Québec, 7 days a week.

1-888-505-1010

CSSS Health and Social services

Located in every region across Québec, the CSSS health and social services centres can help parents and young people deal with situations in which young people are being bullied.

www.msss.gouv.qc.ca/en/repertoires

9-1-1 Emergency

For all urgent situations requiring immediate help, dial 9-1-1.

Directory of Québec Police Services

www.securitepublique.gouv.qc.ca/police/bottin-services-police.html (French only)

The Sûreté du Québec

www.suretequebec.gouv.qc.ca/english/english-national-police-sq.jsp

(Some information is available in English on this site.)

Infocrime

www.infocrime.org (French only)

RespectED: Violence & Abuse Prevention

www.redcross.ca/what-we-do/violence-bullying-and-abuse-prevention



NORTH STAR ACADEMY ANTI-BULLYING CONTRACT

I, _____ promise to **never bully or hurt** any other student in this school. I **will speak up** if I witness someone else being bullied or hurt.

I understand that bullying is: _____

Date

Signature

