

Utsalady Elementary

Anti-Harassment / Anti-Bullying Contract

The following student, _____, has been reported to be involved in harassing or bullying behavior towards others at Utsalady Elementary School. As a means to end harassment at Utsalady, your student has agreed to the following consequences for ongoing participation in harassment behavior:

Harassment Behavior Description:

Harassment is nonverbal, verbal, written, graphic, sexual, or physical behavior that is directed at an individual or group on the basis of race, sex, national origin, appearance, or any other characteristic.

It consists of teasing, making “fun” of another for any reason, intimidating with looks or words, bullying, pressuring, spreading rumors, gossiping, or being party to any group who does these things. Harassment may include shoving, pushing, or blocking a person. It may include initiating fights, giving “dirty looks”, embarrassing others.

More severe behaviors include extortion, fighting, use of language meant to intimidate, encouraging others to harass, use of harassing “body language”, or continual harassment. It may include humiliating others by giving out personal information, threatening to give out information, or coercing someone to perform a humiliating act. Severe behaviors result in immediate action by administrators and may not follow the sequential course of consequences listed.

Purpose:

This contract is designed as a means for progressive steps to end harassment at Utsalady Elementary School. Administrators reserve the right to move from one consequence to the next regardless of number of offenses, based on severity of offense. The first consequence is typically an opportunity to educate students about harassment and its effects. We urge parents/guardians to support the school’s efforts by educating their students at home about the seriousness of harassment. If you have any questions or concerns, please contact Mrs. Gammy Carlson (School Mediator) and/or Mrs. Colleen Keller (Principal).

Thank you for your support!

Offense	Consequences
First	<ol style="list-style-type: none"> 1. Conference with Mrs. Carlson (School Mediator) and/or Mrs. Keller (Principal) 2. Education about the effects of harassment
Second	<ol style="list-style-type: none"> 1. Conference with Mrs. Carlson (School Mediator) and/or Mrs. Keller (Principal) 2. Parent Contact 3. Out-of-School Suspension 4. Conflict Mediation recommended
Third	<ol style="list-style-type: none"> 1. Conference with Mrs. Carlson (School Mediator) and/or Mrs. Keller (Principal) 2. Parent Contact 3. Out-of-School Suspension 4. Counseling Recommended
Multiple / Severe	<ol style="list-style-type: none"> 1. Conference with Mrs. Keller (Principal) 2. Parent Contact 3. Long-Term, Out-of-School Suspension 4. Counseling Recommended

Behavior Contract:

I, _____, understand that by harassing, bullying, or intimidating I am hurting others. I agree to stop all harassing /bullying behavior and to not support others who are harassing / bullying. I agree to teach others that harassment / bullying is unacceptable. I will report any harassing / bullying to teachers, staff or principal at Utsalady. I agree to comply with the steps outlined in this contract.

Student Signature _____ Date _____

Principal’s Signature _____ Date _____