

**Board Policy 409: Prohibiting Harassment, Intimidation or  
Bullying, Cyberbullying, Sexting , Sexual Harassment; AND  
SOP 1200-022: Implementation of BP 409**

## **TRAINING (FOR FACULTY & STAFF)**

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GUAM DEPARTMENT OF EDUCATION  
STUDENT SUPPORT SERVICES DIVISION

# Bullying Jr.

(Public Service Announcement by Burger King® and No Bully Organization)

(Source: Nobully.org)

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# What words come to mind when you hear the word – bully?

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*Some words that may come to mind...*

1. Fear
2. Mean
3. Afraid
4. Ashamed
5. Anxious
6. Alone
7. Unsafe
8. Powerless



# No Jr. should be bullied

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1. The BURGER KING® brand is known for putting the crown on everyone's head and allowing people to have it their way. Bullying is the exact opposite of that.
2. 30% of school kids worldwide are bullied each year.
3. Bullying is the #1 act of violence against young people in America today.

(Source: nobully.org)

# What are we discussing today?

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1. Board Policy 409 and SOP 1200-022 (Standard Operating Procedure)
2. What is –
  - Harassment,
  - Intimidation
  - Bullying
  - Cyberbullying
  - Sexting
  - Sexual Harassment
3. Data, Research and Facts

# What does Board Policy 409?

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**Prohibits Harassment, Intimidation, Bullying, Cyberbullying, Sexting, Sexual Harassment (specific for students) in GDOE schools.**

“To ensure that students who attend DOE schools are safe, secure, and treated with respect. Schools shall be free from harassment, intimidation, bullying, cyberbullying, sexting, and sexual harassment, and provided an environment is conducive to learning. ...”

BP409 can be accessed at: <https://sites.google.com/a/gdoe.net/education-policy-board/board-policy/student-conduct-400-471>

# What does SOP 1200-022 say that your schools shall do?

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1. Schools shall form a school-level committee to implement prevention, intervention, and remediation programs to address harassment, intimidation, bullying, cyberbullying, sexting, and sexual harassment.
2. Schools shall be responsible for teaching student's behavioral expectations, definitions, and consequences of these offenses.

# What does SOP 1200-022 say that you need to do as faculty and staff?

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1. Report all complaints of harassment, intimidation, bullying, cyberbullying, sexting, and sexual harassment to the school administrator.
2. If you witnessed or received reliable information that a student has been subject to these acts, report to school administrator.

# BP409 vs. BP 901

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## 1. Board Policy 409 covers students.

- Prohibits Harassment, Intimidation, Bullying, Cyberbullying, Sexting, Sexual Harassment

## 2. Board Policy 901:

- For DOE Employees
- Prohibits Harassment, Intimidation, Bullying, Cyberbullying, Sexting, Sexual Harassment, Sexual Misconduct, and **Fraternization**

## Definitions:

Harassment, Intimidation, Bullying,  
Cyberbullying, Sexting, and Sexual  
Harassment

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Source: SOP 1200-018: District Data Dictionary

# What is harassment?

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Unwanted or unwelcomed behaviors that places others:

- in fear of their safety,
- loss of dignity, or
- have the effect of demeaning them based on their race, religion, color, national origin, age, sex, sexual orientation, disability, or other personal characteristic.

# Examples of Harassment

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1. When a boy whistles at a girl as she passes in the hallway.
2. When a student makes a negative comment about another student's ethnicity.

# What is intimidation?

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To frighten or threaten, usually in order to persuade another to do something he/she does not wish to do.

# Examples of Intimidation

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1. Making you afraid by giving you the look
2. Destroying property/things for you to respond to his or her request

# What is bullying?

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1. Aggressive, repeated behavior that involves a real or perceived power imbalance.
2. Two Types:
  - Traditional Forms
  - Cyberbullying

# Types of Bullying

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Type of Bullying	Method/Behavior
<u>Traditional forms of bullying</u>	
Physical bullying (direct)	Hitting, pushing, kicking, choking, forcefully taking something from victim
Verbal bullying (direct)	Name-calling, threatening, taunting, malicious teasing, psychological intimidation using words
Relational bullying (indirect)	Gossiping, slandering, sabotage, convincing peers to exclude victims
<u>Cyber bullying</u>	Threatening, harassing, taunting, intimidating using electronic medium

Source: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3766526/>

# What is cyberbullying?

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Disrespectful messages and/or threats through

- email,
- instant messaging,
- chat room exchanges,
- website posts (social media), or
- digital messages or images sent to a cellular phone or electronic device.

# What is sexting?

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The use of a computer or any telecommunications device by a minor to recklessly or knowingly create, receive, exchange, send, disseminate, transmit or possess a photograph, video, depiction or other material that shows himself or herself, or of another minor, in a state of nudity.

# It's the Law – Sexting!

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# What is sexual harassment?

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1. To deliver unwelcomed sexual advances,
2. To requests for sexual favors, or
3. Other verbal or physical conduct of a sexual nature

*Creating an intimidating, hostile, or offensive learning environment.*

# Examples of Sexual Harassment

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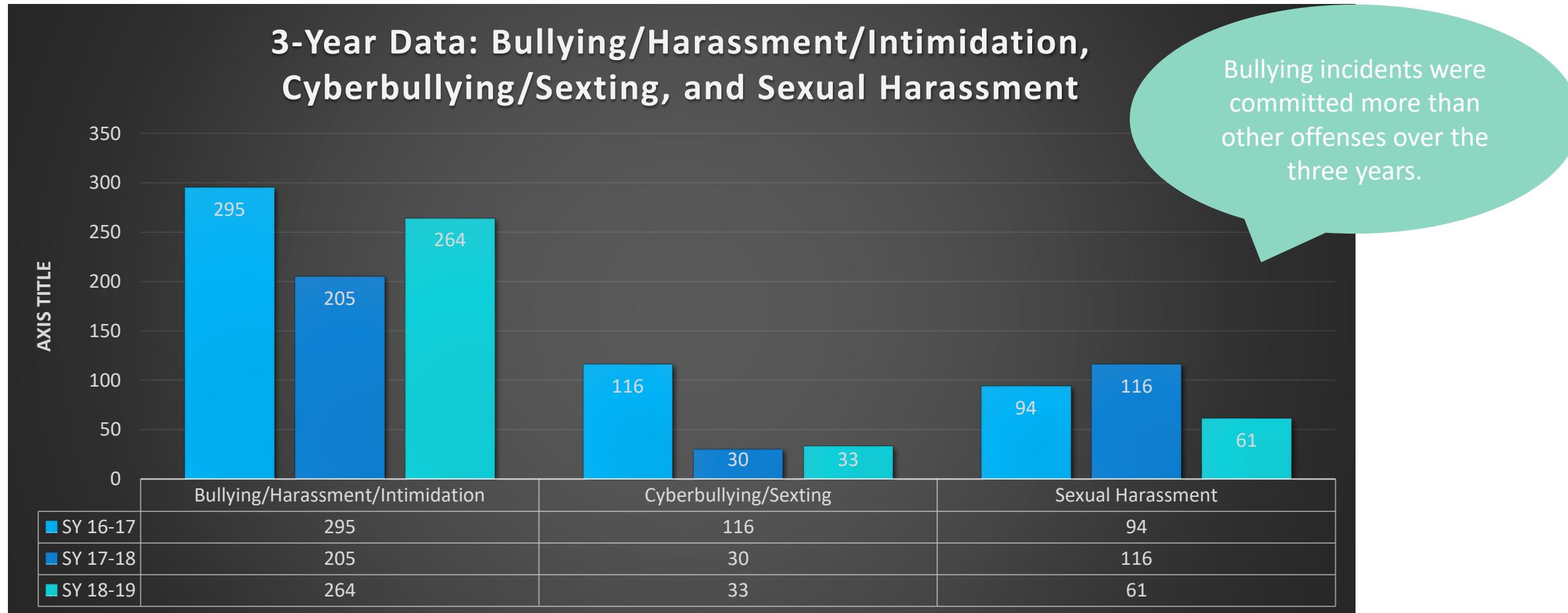
1. Bragging about sexual behaviors for others to hear
2. Physically touching someone inappropriately that is unwelcomed

# DATA

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1. 3-Year District-Wide Data:  
Bullying/Harassment/Intimidation,  
Cyberbullying/Sexting, Sexual Assault

## 3-Year Data Overall District Total



# Underlining Facts and Research about Harassment, Intimidation or Bullying, Cyberbullying, Sexting , Sexual Harassment

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# What are the common signs of being bullied?

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1. Depression, loneliness, or anxiety
2. Low self-esteem
3. Headaches, stomachaches, tiredness, or poor eating habits
4. Missing school, disliking school, or having poorer school performance than previously
5. Self-destructive behaviors, such as running away from home or inflicting harm on oneself
6. Thinking about suicide or attempting to commit suicide
7. Unexplained injuries
8. Lost or destroyed clothing, books, electronics, or jewelry
9. Difficulty sleeping or frequent nightmares
10. Sudden loss of friends or avoidance of social situations

*Source: National Institute of Child Health and Human Development, <https://www.nichd.nih.gov/health/bullying>, 3/5/17*

# Characteristics of Bullies, Bully-Victims, and Victims

<b><i>Bullies</i></b>	<b><i>Bully-Victims</i></b>	<b><i>Victims</i></b>
Dominant	Impulsive	Physically smaller than peers
Boys more than girls	Low self-esteem	Low self-esteem
Defiant behaviors	Poor social skills	Difficulty making friends
Drug use	Poor problem-solving skills	Less assertive than peers
Co-morbid conditions (ADHD, depression, oppositional/conduct disorder)	Co-morbid conditions (anxiety, ADHD, depression, oppositional/conduct disorder)	Co-morbid conditions (anxiety, loneliness, depression)

Source: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3766526/>

# Bullying and Attendance

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Bullying is related to truancy: 6.6% of students in grades 9-12 missed at least one day of the school during the 30 days preceding because they felt unsafe at school, or on their way to or from school

# Bullying and Children with Disabilities

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1. Research indicates that children with disabilities or special needs are at a higher risk of being bullied than other children (Rigby, 2002).
2. Students with physical or mental disabilities are 2 to 3 times more likely to be bullied

# How does bullying affect health and well-being?

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Leads to physical injury, social problems, emotional problems, and even death:

1. Increased risk for mental health problems: depression, anxiety, headaches, long-term damage to self-esteem, and problems adjusting to school
2. Increased risk for substance abuse, academic problems, and violence to others later in life

**Children and adolescents who are both bullies and victims suffer the most serious effects of bullying and are at greater risk for mental behavioral problems than those who are only bullied or who are bullies.**

**Research studies also found that youths who are bullied electronically are at higher risk for depression than the youth who bully them.**

# What are the family risk factors for who bully?

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1. Lack of parental warmth and involvement
2. Lack of parental supervision
3. Overly-permissive parenting
4. Harsh discipline/physical punishment

*Source: National Institute of Child Health and Human Development,  
<https://www.nichd.nih.gov/health/bullying>, 3/5/17*

# Sexual Harassment: You're Not Alone

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1. 81% of students will experience some form of sexual harassment at sometime while they are in school
2. 27% of students will experience sexual harassment often
3. 85% of students report that students harass other students at their schools
4. Almost 40% of students report that teachers and other school employees sexually harass students in their schools

*Source: [http://www.svfreenc.org/survivors\\_factsheet](http://www.svfreenc.org/survivors_factsheet), 3/5/17*

# Sexting = Serious Problem in Schools

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1. It is most common for teens to sext their significant other.
2. Girls are more likely to sext than boys
3. Why do teens sext?
  - To get in the mood for sex
  - As a joke
  - To feel sexy
  - Feel pressured
4. Teens more than likely don't understand the consequences of sexting
5. Guam has a Sexting Law

*Source: <https://nobullying.com/sexting-statistics/>, 3/5/17*

# What to do in your schools?

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DISTRICT-WIDE INTERVENTIONS & HELPFUL LINKS TO SUPPORT SCHOOLS

# District-Wide Interventions

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1. Framework: Positive Behavior Intervention Supports – encourages good behavior
  - SSP 20/20 Goal #4
2. Olweus Bully Prevention Program
  - 20 Elementary Schools
3. Safe School Ambassadors
  - Piloted in 4 schools: SHS, JPTAS, JFK, OMS



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## WHAT STUDENTS SHOULD DO IF THEY ARE INTIMIDATED, HARASSED, OR BULLIED?

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1. Get help as soon as possible and report to school personnel
2. Don't think you can solve things on your own – get help.
3. Never ignore or downplay the behavior.
4. Speak up or offer support to the victim when you see him or her in the situation
5. Privately support those being hurt with words of kindness

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6. Don't engage in the behavior.
7. Protect your own privacy – don't send pictures of yourself on the Internet.
8. Think about the consequences.
9. Don't respond or don't forward cyberbullying messages.

## Helpful Sources

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1. SOP 1200-022: Provides common forms of harassment, intimidation, bullying, cyberbullying, sexting, and sexual harassment
2. <https://www.stopbullying.gov/>
3. <https://www.nichd.nih.gov/health/topics/bullying/>
4. <https://www.cdc.gov/violenceprevention/youthviolence/bullyingresearch/index.html>

# QUESTIONS, COMMENTS?

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# THANK YOU!

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CONTACT STUDENT SUPPORT SERVICES DIVISION, SHOULD NEED ASSISTANCE.

BP406: Cell Phone Use on Campus ;  
SOP 1200-003: Cell Phone and Other Electronic Device Usage

Training (Administrator, Faculty & Staff)

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Student Support Services Division

# Objective

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Understanding BP 406 and SOP 1200-003 on cell phone and other electronic device usage.

# What schools need to do and know?

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1. SOP must be communicated annually to students, parents, faculty, and staff, and place in handbooks and websites.
2. Students should be trained in the beginning of the school year.
3. Cell phone use by students is allowed in the classroom, if it is part of academic instruction or for students under special education services, Section 504, or have an health plan.

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4. Students must turn-off cell phone, if not used for academic instruction or part of the school's safety plan.
5. Student may use cell phone to report violence, crimes, or threats to safety.
6. Schools may decide to restrict or allow cell phone use during non-instructional time. Must be consistent to with board policy and SOP.

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7. Cell phones are be turned off during school-level crisis, drill, or directed, if directed by school personnel or not part of the school safety plan.
8. Cell phones shall not be used to take photo of student and/or school personnel, or uploaded/posted to internet, unless authorized by a school administrator, advisor/teacher, student, or parent/guardian.
9. Student and parent shall sign a Student Cell Phone Disclosure Statement to authorize the student to possess and use a cell phone on campus.

Cell Phone Violation may lead to severe offense

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*Questions?*

**THANK YOU!**

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CONTACT STUDENT SUPPORT SERVICES DIVISION, SHOULD NEED ASSISTANCE.