

## **Bully Prevention Information for Joyce Kilmer Students**

**Presented by Dr. L. Madison, January 2011**

Both schools have a teacher who has had specialized training in peer mediation to assist students with resolving conflicts. This is another preventative measure to create a caring environment and staff that is willing and able to work with students to resolve their conflicts amicably. Mrs. Gerhart is the teacher for mediation at JK. Mrs. Moskovich has also had this training.

Teachers at JK who have had additional Bully Prevention and resolution training at the NJ Law Center. If you don't know who to go to for assistance with a conflict or bully situation you can see one of these teachers:

Barthold, Elizabeth	Imparato, Lauren	Oberc, Jennifer
Barton, James	Kosko, Sharon	Oberc, Mary Ann
Brown, Stephanie	Lawton, Jeffrey	Perry, Joanne
Cicero, Shannon AM	Linck, Teresa	Pierson, Michelle
Gerhart, GERALYN	Yackanin, Karen	Skolnick, Sandra
Conger, Kathleen	Madison, Linda	Teza, Susan
Cox, Lauren	Maselli, Marissa	Traskiewicz, Joanne
Decker, Mary	Matura, Lauren	Trosan, Michael
Eckert, Matthew	McCarthy, Kathy	Walsh, Leslie
Evans, Kathie	McGowan, Sara	Wrate, Robert
Glazewski, Michele - PM	Moskovich, Jennifer	Wright, Barbara - PV
Hengeli, Laureen	Murray, Kimberlee	Ferlazzo, Janet
Herko, Krystyna	Nechamkin, Alyson	

**Steps to report Bullying on the next page...**

## Steps to report Bullying:

1. Get a bully report from any of the following areas
  - a. Office
  - b. Online (website) [www.milltownps.org](http://www.milltownps.org) on the main page (scroll down)
  - c. Nurse
  - d. Hanging in the paper holder outside the office
  - e. Library
  - f. APR
2. Fill out the report as was presented in the lesson and submit it to either the office, nurse, teacher, or place into one of the new bully report boxes located in 4 places at JK (near the entrance to the APR, near the downstairs elevator, upstairs near the boys' and girls' restrooms).
3. Mrs. Ferlazzo will check the bully mailboxes twice each week to see if there are any new reports.
4. Within 2 school days expect that Mrs. Ferlazzo will call you to the office to speak with you about the incident(s) to do fact finding. You will be sent for via phone, not the announcements.
5. If Mrs. Ferlazzo determines this to be a **bullying** incident (not normal conflict) you will never face the bully to have both sides tell their story. If Mrs. Ferlazzo determines that it is **normal conflict** you may be referred to Mrs. Gerhart or Mrs. Moskovich for resolution and/or Mrs. Ferlazzo may handle the incident herself if she deems that discipline is required. Only Mrs. Ferlazzo will impose disciplinary consequences. If Mrs. Ferlazzo is absent, the only other staff members who may impose consequences are Mrs. Brown, Mrs. Csaszar, or Dr. Madison.
6. At anytime- teachers may implement a "drive by" intervention, if they see incidents that could lead to bullying or they deem are examples of bullying they will report that to the office by making a record in the "bully" binder located in the main office. This is to track both aggressors and targets in unstructured places such as the hallways, cafeteria, outside, at lockers, etc. Those reports may or may not lead to further investigation. The binder is reviewed on a bimonthly basis.

### Other notes:

- Bullying is defined as doing intentional harm to someone. Usually it is repeated over time, but not always. The key distinction is that the target is LESS POWERFUL. This is

different than a normal conflict. Normal conflict occurs when there is a disagreement or a fight and both parties are on an equal footing. Bullying is when there is a power imbalance where one person is not able to defend him/herself.

- **Examples of direct bullying:** hitting, kicking, shoving, spitting, taunting, teasing, slurs, threats, obscene gestures.
- **Examples of indirect bullying:** getting someone else to bully for you, spreading rumors, deliberate exclusion from a group or activity, cyber-bullying.
- **Bystanders become Upstanders by:**
  - Taking the target away from the bully (removing the audience)
  - Reporting it!!!!
  - Supporting the target by using encouraging words
  - Inviting students who seem to be excluded to join your group or sit with you at lunch
  - Showing kindness for the target, but don't bully back on his/her behalf.
- **If you are being bullied:**
  - Tell your parents or another trusted adult
  - Report it to a teacher and/or fill out a bully report!
  - A bully report can be submitted via email to Mrs. Ferlazzo from home by sending a copy of the information required to her at [jferlazzo@milltownps.org](mailto:jferlazzo@milltownps.org)
  - Do not show anger or fear, stay calm
  - Use your words to tell the bully to stop, then walk away
  - If you are comfortable, use humor to deflect comments
  - Avoid situations where bullying is likely to occur such as not being in a certain area alone, don't bring expensive items with you to school, sit with a group, walk to classes with a group, stand with a group outside.
  - Empower yourself, don't allow yourself to be victimized!