

Definition of Bullying

Bullying is defined in regard to Section 1(d) of the Education Act as *repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual's reputation*. Bullying is NEVER tolerated at École Our Lady of the Rosary School and all situations will result in the highest consequence, suspension. Thankfully, the negative behaviors observed are often due to **conflict in relationship** (listed below).

Definition of Conflict in Relationship

Conflict in Relationship occurs through “single episodic acts of breakdowns in relationship between students. Conflict is an inevitable component of students learning to grow within social relationships. Disagreement and misunderstanding between parties is at the heart of conflict. However, conflict does not constitute premeditated efforts to cause harm, fear or distress.” (Administrative Procedure No. 103)

When a **conflict** occurs at ÉOLRS we ensure that our focus is on three important factors:

1. Accountability and learning of socially appropriate behaviors

Example: Edward refused to play with Sally in his class. This is a conflict, not a bullying behavior. It is in fact very unkind, therefore we teach Edward the social skill of including others or as Jesus would say “Do unto others as you would have done to you.” We would also take the opportunity to teach Sally some resiliency skills.

2. Consequences

Depending on the situation and the frequency, all consequences will vary and are developmentally appropriate and are aimed at teaching and learning appropriate behaviours.

Eg. authentic consequences, loss of a privilege, meeting with teacher, meeting with principal or vice principal, phone call to parent/guardian. If behaviors continue after interventions, parents will be phoned to set up a meeting.

3. Reconciliation

Students are expected and encouraged to take responsibility for their choices by apologizing and working toward changing their behavior toward others. Reconciliation is THE biggest part of conflict resolution at ÉOLRS. Please remember that we are teaching 4-10 year olds social skills and that all situations are new learning experiences.

***If your child is experiencing any issues at school your best course of action is to contact the classroom teacher as soon as possible. We are here to help!**