

## ***Anti-Harassment, Intimidation and Bullying (HIB) Policy Implementation***

### ***A Plan for School-wide Safety***

Aligned with the framework for school safety planning, the following outline informs what schools should do to prevent and address further incidents of harassment, intimidation and bullying including teen dating violence, cyber bullying, bullying on the school bus or human trafficking.

#### ***Prevention***

- Have a district policy
- Develop a Positive Behavioral Interventions and Supports (PBIS) team and plan for the school
- Create a positive school climate with all staff, students, parents/guardians and community
- Know the “Hot” spots on school property to prevent and intervene in bullying behavior

#### ***Preparedness***

- Train staff, students and parents on the district policy
- Administer the Safety and Violence Prevention Training to all staff
- Train staff, students and parents/guardians how to identify bullying behavior
- Implement school wide PBIS programs and activities
- Staff the “Hot” spots to prevent bullying behavior

#### ***Response***

- Train staff and students of their role and response to bullying behavior
- Train staff, students and parents on how to report incidents of bullying behavior
- Conduct an investigation of the reported bullying behavior
- Involve parents/guardians in meeting their students’ needs

#### ***Recovery***

- Develop and monitor student action plan with student, parents/guardians and appropriate staff.
- Identify community based programs or agency services that meet each student’s identified need
- Utilize PBIS framework to implement evidence based programs or strategies to address HIB behaviors at each level of need.
- Create a positive school climate with all staff, students, parents and community