

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

## Guidance for Student Action Planning

**After a HIB incident** has been reported and investigated by the principal or designee, a Student Action Plan should be developed to safeguard all students (bullied, bully or bystander) from further incidents of harassment, intimidation and bullying including teen dating violence, cyber bullying, bullying on the school bus or human trafficking.

**Student Action Planning** is a process between the student, their parent or guardian and someone in the school who can effectively respond to the following student needs:

- Listen to the students concerns
- Help them evaluate danger, risk and protective factors
- Help them consider various courses of action
- Help them make a plan
- Identify what is necessary to eliminate and reduce incidents of harassment, intimidation and bullying
- Document who will participate in implementing the protection plan
- List when and where the plan needs to be implemented
- Support the student when the plan needs to be changed to address new behaviors that occur
- Monitor the plan for progress or to change course of action

To be effective, a **Student Action Plan** should be developed and monitored with the principal/designee, parents/guardian, student and appropriate school and community professionals to meet the safety needs of each student. However, schools will follow their policy for discipline when student behavior is in violation of the student code of conduct.

Teacher-based teams and building leadership teams are good opportunities to discuss student action plans and ways for educators and staff to positively implement and intervene. Action plans should be open to changes, flexible and promote pro-social behavior.

**Prosocial behavior** means positive actions that benefit others, driven by empathy, moral values, and a sense of personal responsibility. Pro-social behaviors are actions that help or benefit an individual or group of individuals, and include things such as: sharing, comforting, rescuing, and helping.

**Positive Behavioral Interventions and Supports (PBIS)** framework is an effective way staff and students can practice prosocial behavior through activities to meet the behavioral needs of all students'.