POLICY:	BULLYING PREVENTION AND INTERVENTION	#	721
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APPROVAL/REVISION DATE:	September , 2025	**EFFECTIVE DATE:**	September , 2025
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CROSS REFERENCE:	Bullying Administrative Guidelines Policy 710 - Student Relations and Discipline & Student Relations Administrative Procedures Police School Protocol PPM 144 - Bullying Prevention and Intervention PPM 128 - Provincial Code of Conduct and School Board Codes of Conduct PPM 145 - Progressive Discipline and Promoting Positive Student Behaviour		

1. POLICY

Rationale

1.1 In keeping with the Education Act (as amended by the Accepting Schools Act, 2012) and Policy/Program Memoranda 128, 144, 145 Progressive Discipline and School Safety 2007, and Keeping Our Kids Safe at School 201, the Thunder Bay Catholic District School Board shall endeavour to ensure that the school environment is Christ-centred, where individuals are treated with dignity and respect.

1.2 The Thunder Bay Catholic District School Board recognizes that:

- Bullying fails to respect the dignity of the human person.
- Bullying adversely affects a student's ability to learn.
- Bullying adversely affects healthy relationships and the school climate.
- Bullying adversely affects a school's ability to educate its students.

Accordingly, the Thunder Bay Catholic District School Board believes that all forms of bullying are contrary to the teachings of Jesus Christ and will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.

1.3 All members of the school community, including staff, students, parents/guardians and visitors are expected to be respectful to one another and are responsible in helping to create a safe and caring Christ-centered school environment free from bullying.

2. DEFINITION

2.1 Bullying means aggressive and typically repeated behaviour by a pupil where,

(a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that, the behaviour would be likely to have effect of:

(i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or

(ii) creating a negative environment at the school for another individual, and

(b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education.

The definition above includes the use of any physical, verbal, electronic, written or other means. It also includes bullying by electronic means (commonly known as cyber-bullying), including:

(a) creating a web page or a blog in which the creator assumes the identity of another person;
(b) impersonating another person as the author of content or messages posted on the internet; and
(c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

Bullying behaviour that is aggressive may be intentional or unintentional, direct or indirect. It can take many forms, including physical, verbal, and social. If aggressive behaviour is physical, it may include hitting, pushing, slapping, and tripping. If it is verbal, it may include name calling, mocking, insults, threats, and sexist, racist, homophobic, or transphobic comments. If it is social or relational aggression, it is more subtle and may involve such behaviours as gossiping, spreading rumours, excluding others from a group, humiliating others with public gestures or graffiti, and shunning or ignoring. Social aggression may also occur through the use of technology (e.g., spreading rumours, images, or hurtful comments through the use of e-mail, cell phones, text messaging, internet websites, social networking, or other technology).

Harm, as used in this definition, means harm that can be experienced in a number of ways, including physical, mental, emotional, and psychological.

3. REQUIREMENTS

3.1 The Director of Education will issue Administrative Guidelines in support of this policy and consistent with Policy/Program Memoranda 128, 144, 145 and relevant legislation.