

## **Bullying Policy**

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**The North East School Division (NESD) wishes to provide and maintain an environment which respects the dignity, and self-esteem of every individual in the Division, and, an environment in which all employees and students can work and attend free from any type of harassment.**

**Defining Harassment: Harassment is one or a series of unwanted, unsolicited remarks, behaviours or communications in any form, including the display or distribution of written or visual material which has the intent or effect of : undermining work/academic performance; and/or, preventing or impairing full and equal enjoyment of employment/educational services, benefits and/or opportunities.**

**Bullying: generally involves a real or perceived imbalance of power, with the more hurtful child or group attacking those who are less powerful. It includes an assortment of negative acts carried out repeatedly over a period of time generally away from the presence of adults or, in the presence of adults who fail to intercede. A broad definition of bullying is when a student is repeatedly exposed to negative actions on the part of one or more other students. These negative actions can take the form of physical contact, verbal abuse, or making faces and rude gestures. Spreading rumors and excluding the victim from a group are also common forms. Bullying also entails an imbalance in strength between the bullies and the victim, what experts call an asymmetric power relationship.**