

# TCA SECONDARY STUDENT TRAINING

**BULLYING, DISCRIMINATION, SAFE2TELL & CONFLICT RESOLUTION**



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TCA College Pathways Principal

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## A TITAN'S CREED

Titans love, respect and protect one another.  
**WE ARE TITANS!**




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## A TITAN'S CREED

TCA takes A Titan's Creed seriously.

This presentation is an overview of TCA's expectations of student behavior and an explanation of the consequences.



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## BULLYING PREVENTION

Bullying, retaliation, and false accusations are prohibited behaviors on school property, school events, when students are being transported in a vehicle by the school, and off campus when such conduct has a nexus/link to school or a school activity.

Policy JCDE-TCA

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### TITANS DO NOT BULLY ONE ANOTHER

Bullying is defined as "the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person."



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## BULLYING PREVENTION

Bullying can occur through written verbal, or electronically transmitted expressions (i.e. cyberbullying through social media, Google Hangouts/Chats, texting, or any other electronic form of communication) or by means of a physical act or gesture.

Policy JCDE-TCA

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## BULLYING PREVENTION

Retaliation is defined as an act or communication intended as retribution against an individual who reports an act of bullying. Retaliation can also include knowingly making false accusations of bullying or acting to influence the investigation of a bullying report.

Policy JCDE-TCA

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## BULLYING PREVENTION

“False accusations of bullying are those made knowingly by an individual or group of individuals with the purpose of causing harm to another individual and which are false.”

Policy JCDE-TCA

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**WHAT SHOULD A STUDENT DO IF BULLIED?**

- Tell the person to stop.
- If the person does not stop, report the behavior to a principal, assistant principal, teacher, counselor or another TCA adult.
- If you see bullying done to someone else, report it. Titans protect one another.
- If on social media, take a screen shot and block the person. Then tell an adult.

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## WHAT ARE THE CONSEQUENCES FOR BULLYING?

- A student who bullies is subject to appropriate disciplinary action, including suspension or expulsion. The harshness of the bullying is taken into consideration when disciplinary decisions are made.
- Bullying is considered more serious if someone asked the person stop and the person did not.

Policy JCDE-TCA

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**WHAT IF THE STUDENT IS JUST JOKING AROUND?**

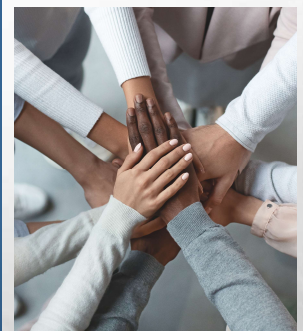
- If the words or actions meet the definition of bullying, the student will receive consequences.
- Students can receive consequences, including suspension, even when joking around.
- This is the most common "excuse" we hear when we talk to students about bullying, discrimination, etc... "I was only joking."

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## TITANS DO NOT DISCRIMINATE

- The Classical Academy is committed to a policy of nondiscrimination in relation to race, color, sex/gender, sexual orientation, religion, national origin, age, marital status, disability, or any other legally protected class.
- TCA respects the dignity and worth of every person, and we expect our students and staff to do the same—even if someone doesn't share your personal views.

Policy AC-TCA



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**WHAT IS DISCRIMINATION?**

"Discrimination" is physical or verbal conduct resulting in negative treatment based upon an individual's race, color, sex/gender, sexual orientation, religion, national origin, age, marital status, disability, or any other legally protected class.

It includes derogatory statements, jokes, and negative actions.

Examples include name calling, jokes, rumors, written or graphic material which intimidates, demeans, or threatens someone, touching someone in a private area (where one wears a swimsuit), and making a sexual reference or innuendo.

Policy AC-TCA

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**WHAT IS HARASSMENT?**

Harassment is one type of discrimination.

"Harassment" is any unwelcome, hostile and offensive verbal, written or physical conduct based on or directed at a person's protected class that 1) results in physical, emotional or mental harm, or damage to property; (2) is sufficiently severe, persistent, or pervasive that it interferes with an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, hostile or threatening environment; or (3) substantially disrupts the orderly operation of the school.

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**DISCRIMINATION & HARASSMENT**

Discrimination and harassment are more serious if it directed at an individual, occurs in a classroom or during a school activity, happens in front of others, or is repeated after being asked to stop.

Policy AC-TCA

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**WHAT SHOULD A STUDENT DO IF THERE IS DISCRIMINATION?**

Choose the appropriate answer(s):

- a. Tell the person to stop.
- b. Threaten the person.
- c. Tell a teacher, counselor, principal or assistant principal.
- d. Take a screen shot if it happened on social media.
- e. All of the above
- f. Only answers a, c, and d

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**ANSWER**

f. Only answers a, c, and d

- Tell the person to stop.
- Tell a teacher, counselor, principal, or assistant principal.
- Take a screen shot if it happened on social media.

Screen shots are your best self defense.

TCA cannot address situations unless they are reported. The earlier situations are reported, the better.

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**WHAT ARE THE CONSEQUENCES FOR DISCRIMINATION?**


A student may be suspended or expelled for discrimination.

The consequence will be more serious if it is directed at a person, occurs in a classroom or at a school activity, happens in front of others, or is repeated after being asked to stop.

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### WHAT IF THE STUDENT IS JUST JOKING AROUND?

- If the words or actions meet the definition of discrimination, a student will receive consequences, including suspension, even when joking around.
- Discriminatory jokes or actions **are never** appropriate at school or at school activities.



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### WHAT IF THE STUDENT IS JUST JOKING AMONG FRIENDS?

- A student may still be suspended. Others may overhear or witness what is happening. Remember you are held accountable for anything you say that someone overhears. Administration often learns of bullying and/or discrimination from a student or staff member who simply overheard comments made in a study hall or lunch room, or during passing period.
- Discriminatory jokes or actions **are never** appropriate at school or at school activities.

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### WHAT IF THE STUDENT IS JUST JOKING AMONG FRIENDS?

- Being a good friend means not asking each other if someone you both know is gay, straight, bi-, or anything else. That is private information and something that each individual has the right to share about him/herself when he/she feels ready.
- This also means that you shouldn't make jokes about people being a couple or who likes who—whether a heterosexual couple or a gay couple. It simply doesn't feel good, honoring, or encouraging of others!

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### CONFIDENTIALITY AND RETALIATION

- As able, TCA administrators will maintain confidentiality of anyone who reports discrimination or who serves as a witness.
- Anyone who retaliates (or gets back) at someone who reports discrimination or someone who provides information to TCA may be suspended.

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### ADMINISTRATORS & ADVOCATES

Mr. Peterson	CP Office, Room 207
Mrs. Hille	CP Office, Room 206
Mrs. Wehrman	CP Office, Room 204
Mrs. Birkey	North Campus, Room 3422

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### TITANS USE SAFE2TELL™

Safe2Tell™ is a safe anonymous way to report information about a safety concern 24 hours a day, seven days a week.

Safe2Tell™ is a Colorado Prevention Initiative for school safety.

**1-877-542-7233**

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## HOW DOES SAFE2TELL™ WORK?

- Safe2Tell™ provides a safe, easy way to report information about anything that may be a concern to school or community safety.
- Safe2Tell™ is available to all Colorado schools, students, and parents – anyone who needs to report a concern but wants to remain anonymous.

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## HOW DOES SAFE2TELL™ WORK?

- Anonymity is guaranteed by law; there is no caller ID and caller's names are not required.
- Safe2Tell™ provides a way to break the “code of silence” while protecting those who tell.
- It is against the law to give a false report.

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## TITANS STRIVE TO RESOLVE CONFLICTS

Be a person who unites and is not divisive. Be someone who brings people together, not one who tears them apart.

Be a peacemaker. Be someone who, as much as possible, seeks to be in a right relationship with all members of the TCA community.

Be someone who humbly acknowledges that living in community means “it is not all about me.”

**It comes down to being kind—something that we know can be hard to do when someone has different religious or political views. Again, we believe that every person is worthy of dignity and respect—no matter what!**

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## CONFLICT RESOLUTION PROCESS

Resolving concerns before they lead to ongoing conflict is best. It involves both people respectfully talking through the issue and listening to the other person, with the goal of resolving the matter at the appropriate level.

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## CONFLICT RESOLUTION PROCESS

- If you have an issue with another student, talk first with the student.
- If you have a classroom issue, talk first with the teacher.
- If you have a school-wide issue, talk first with the principal.

It can be intimidating to talk to a classmate about a point of conflict. We can help coach you through that and even be present in that meeting, if it would be helpful. Know you don't have to figure it out alone.

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## CONFLICT RESOLUTION PROCESS

If after attempting to make things right at the appropriate level, the matter is still a concern for whatever reason, then take it to the next level by asking a staff member (a teacher and/or administrator) to guide you through the resolution process.

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