

**THURGOOD MARSHALL MIDDLE SCHOOL**  
**Anti-Harassment / Anti-Bullying Policy**

At Thurgood Marshall Middle School, we strive to create a safe learning environment for all students. We have developed the following policy with input from students and staff members. We believe that together, as a whole school community, including students, staff members and parents, we will begin to reduce and eliminate incidents of bullying and harassment.

Please adhere to the following steps when you have either witnessed or have been notified of an incident of bullying/harassment.

**FIRST OFFENSE:**

1. Warn student of his/her inappropriate behavior and inform him/her of future consequences if he/she continues to bully or harass others. Write a referral for DOCUMENTATION ONLY. Office personnel will document in Zangle.
2. Conference/mediate with the student and victim.
3. Notify parent either by phone or email about student's bullying incident.
4. Inform parent of future consequences if bullying behavior continues.

**SECOND OFFENSE:**

1. Write a referral on student.  
Counselors/Administrators will:
2. Document behavior in Zangle.
3. Conference/mediate with the student and victim.
4. Conference with parent and student regarding bullying incident.
5. Inform parent/student of future consequences if bullying behavior continues.
6. Assign after school detention.
  - a. During detention, student will write letter of apology to victim.

**THIRD OFFENSE:**

1. Write a referral on student.  
Counselors/Administrators will:
2. Document behavior in Zangle.
3. Conference/mediate with the student and victim.
4. Conference with parent and student regarding bullying incident.
5. Outside counseling will be recommended.
6. Loss of privileges for the **current semester** (i.e.: dances; ASB events; awards assemblies; promotion activities; 8<sup>th</sup> grade party. ECT will be lost if student reaches three offenses anytime during the 8<sup>th</sup> grade school year.)
7. Consequence options:
  - a. **OPTION ONE:** In lieu of suspension, student will be given the option of facing a "Jury of Peers," to describe and explain his/her actions. Jury will assign student a research project on bullying to present to jury within one week. Student must receive a 2 or 3 (out of 3) on rubric to avoid suspension. If student earns a 2, the jury will assign an additional community service requirement. If student receives a 0 or 1, the student will be suspended for their bullying incident.
  - b. **OPTION TWO:** If student/parent refuses to face "Jury of Peers," the student will be suspended from school. (Number of days will depend on severity of incident.)

**ADDITIONAL OFFENSES:**

1. Write a referral on student.  
Administrators will:
2. Document behavior in Zangle.
3. Student will be suspended for their actions. *(Number of days will depend on severity of incident.)*
4. Conference with parent and student regarding bullying incident.
5. Outside counseling will be strongly recommended.

**What are bullying actions.....**

**Bullying Behaviors that would follow the above sequence of events – *this list is not comprehensive***

- Simple name-calling
- Teasing
- Taunting
- Spreading rumors
- Insults

**Severe Bullying Behaviors which would result in an immediate suspension – *this list is not comprehensive***

- Hate crime
- Slurs on Human Dignity
- Sexting
- Sexual Assault
- Sexual Battery