



Zespół Szkół Ogólnokształcących  
Uniwersytetu Kazimierza Wielkiego  
International School of Bydgoszcz  
85-322 Bydgoszcz, ul. K. I. Gałczyńskiego 23



## Bullying and Harassment Policy

ISOB does not tolerate bullying or harassment. All members of the School community are committed to ensuring a safe, supportive environment, based on the school's values of learning, respect and cooperation.

Parents are actively encouraged to support the policy through:

- discussion of its meaning and implications with their children;
- accepting the School's considered actions when their children are found to be involved in harassment;
- work in partnership with the School toward resolution of these difficulties

There are many forms of bullying and harassment, including:

- Physical: hitting, pushing, tripping, spitting on others
- Verbal: teasing, using offensive names, ridiculing, spreading rumors
- Non-verbal: writing offensive notes or graffiti about others, rude gestures
- Exclusion: deliberately excluding others from the group, refusing to sit near someone
- Extortion: threatening to take someone's possessions, food or money
- Cyber bullying: using information and communication technologies to support deliberate, repeated hostile behavior

### Procedures for Dealing with Bullying and Harassment

A student being bullied or harassed can deal with the problem as follows:

- Tell the person that he/she objects to the behavior, and does not want it repeated
- Report the incident to an a member of staff, for example, their Homeroom Teacher, Subject Teacher, Counselor, Student Council, PYP/MYP Coordinator, Deputy Principal, or Principal. They will advise on strategies for dealing with the problem
- If the above fails, a formal complaint should be lodged with the Deputy Principal, Student Council or Principal.

When a person is made aware that he/she has been bullying someone else, the following procedures apply:

- He/she is encouraged to understand the offence caused by his/her behaviour and to cease it immediately (e.g. through discussion with his/her Subject Teacher, Homeroom Teacher, Counselor, MYP Coordinator, Deputy Principal or Principal).
- In absence of a satisfactory response, appropriate disciplinary action, involving the Student Council, Deputy Principal or Principal, is undertaken.