

POLICY IGH – Anti-Bullying

The Board values diversity and is committed to providing a safe, respectful school climate and the opportunity for students, employees, trustees, parents and community members to work and learn in an environment free of all forms of bullying.

PURPOSE:

To support the school community to foster a positive school climate where everyone is treated with equality, dignity and respect through discouraging acts of bullying, including intimidation and harassment.

DEFINITIONS

The *Education Act* – section 1(1)(d) states that: “ ‘bullying’ means repeated and hostile or demeaning behaviour by an individual in the school community where the behavior is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual’s reputation.” If serious enough, a single act or expression can constitute bullying.

For further information, see the Conflict vs. Mean/Rude Behavior vs. Bullying Chart ([Exhibit 1](#)).

Cyber bullying is a type of bullying. It uses the internet or mobile technology to harass, intimidate, or cause harm to another. It may include, but is not limited to, sending, posting, creating, or sharing negative, harmful, false, or mean content about someone else and can include sharing personal or private information or covert recordings about someone else, causing embarrassment or humiliation.

For the purpose of this policy:

- ‘school’ refers to the school, on school grounds, or buses, or school-related or school-sanctioned activities.
- ‘covert recording’ is the visual and audio recording of a subject without their knowledge or permission.

GUIDELINES & PROCEDURES

1. The Board supports programs designed to develop responsible, caring and respectful members of a just, peaceful and democratic society.
2. Students and staff have a responsibility to respect the rights and dignity of others.
3. No person shall discriminate because of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, ancestry, place of origin, marital status, source of income, family status or sexual orientation.
4. Staff is expected to address bullying activities to maintain a safe, respectful school climate.
5. Adults involved with the school are expected to model, reinforce and encourage socially responsible and respectful behaviors.

6. Any action that a loving and considerate parent would take is not considered bullying under this policy. Employees in schools are expected to act as a judicious parent would act; therefore, on occasion such actions as raising their voice at a student, touching a student, taking a student by the hand or arm to remove him/her from class, physically restraining a student when necessary to prevent the student from harming himself/herself, some other person or damaging property, are not considered bullying.
7. Parents are responsible to support the school in maintaining a safe, respectful school climate.
8. Bullying that occurs outside of the school may affect the safe and caring environment within the school and the School Administrator or designate may take appropriate action.
9. Consequences for bullying may be dealt with through:
 - a) Board policies and procedures, including
 - i) Policy IFCJ – Student Violence,
 - ii) Policy IFCL – Acceptable Use of Cell Phones and Electronic Devices,
 - iii) Policy IGD – Student Suspension/Expulsion
 - iv) Policy IHF – Safe and Caring Learning Environment
 - v) Policy JAB – Conflict Resolution,
 - b) Complaint to the RCMP that may lead to criminal charges.

REFERENCES

Cross References:

[Exhibit 1](#) – Conflict vs. Mean / Rude Behavior vs. Bullying
[Policy HIBH](#) – Use of Artificial Intelligence
[Policy IFCJ](#) – Student Violence, Use of Weapons and Criminal Offences
[Policy IFCL](#) – Acceptable Use of Cell Phones and Electronic Devices
[Policy IGD](#) – Student Suspension/Expulsion
[Policy IHF](#) – Safe and Caring Learning Environment
[Policy JAB](#) – Conflict Resolution

More information about the bullying prevention resources is available on the [Respect in School](#) website and at the following Alberta.ca pages:

- [Bullying prevention for educators](#)
- [Safe and caring schools](#)
- [Mental health in schools](#)

Legal Reference:

[Education Act](#) Section 1 (1)(d), 31, 33
[Canada Human Rights Act](#)
[Youth Criminal Justice Act](#)
[Criminal Code of Canada](#)

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