

j":6/ kIAns :s"Nf

(WORCESTER PUBLIC SCHOOLS)

Afbdf;L /f]syfd tyf sfo{jfxL of]hgf

Bullying Prevention and Intervention Plan

Jf]a;fO6: www.worcesterschools.org/bullying-prevention

Ijifo;"rL

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@\$

j':6/ klAns :s"N; ;dfg cj;/ k|bfg ug]{÷;sf/fTds lje]bLo /f]huf/bftf÷z}llfs ;+:yf xf] / o;n]
hfltotf, /È, j+zh, lnÈ, pd]/, wd{, /fli6«otf, n}lÈs klxrgf jf cleJolQm, j;jflxs l:ylt, n}lÈs
em'sfj, ckfÈtf, uef{j:yf jf ;f];“u ;DalGwt cj:yf, e"=k"= ;}lgs, jf 3/ljlxg ePsf] cj:yfsf]
cwf/df lje]b ub}{g . j':6/ klJns :s"nn] /f]huf/, ;fdfGo, k]zfut tyf Joj;flos z}llfs
sfo{qmdx, df k"0f{ ?kdf ;dfg kx"rsf] cj;/ k|bfg ub{5 . ;dfg cj;/÷;sf/fTds lje]bsf af/]df yk
hfgsf/Lsf] nflu k|d'v dfgj ;+;fwg clws[tnfO{, @) cfOle{È l:6«6, j':6/, df;fr';]6\;)!^)(df
kmf]g g+= -%)*_ &((—#)@) df ;Dks{ ug'{xf]nf .

j':6/ klAns :s"Nf

Afbdf;L /f]syfd tyf sfo{jfxL of]hgf

WORCESTER PUBLIC SCHOOLS

Bullying Prevention and Intervention Plan

p4]Zosf] aofg

Statement of Purpose

j':6/ kIAns :s'Nf abdf;L tyf sfo{jfxL of]hgf, abdf;L tyf ;fO{a/ (ljB'lto) ck/fwtfO{ ;Daf]wg ug]{ Pp6f j[xt\ b[i6Lsf]0f xf] . j':6/ kIAns :s'Nf ;d'bfon] ;a} leGgtfx?sf] aLrdf Ps csf]{nfO{ gful/ssf] ?kdf cfb/k'j{s Jojxf/ ug]{5 . j':6/ kIAns :s'Nf ljBfyL{x?, sd{rf/L, kl/jf/, sfg"g sfot{Gjog lgsfo tyf ;d'bfox?;+u ldn]/ lx+;fhGo s[ofsnfkx? /f]Sg k|ltj4 5 . pNn]lvt\ lgsfo tyf klfx?;+u k/fdz{ u/] kl5 xfdLn] abdf;L;+u ;DalGwt\ 36gfx?, ;fO{a/ abdf;L / k|ltsf/sf] ejgfn] x'g] 36gfx?sf] /f]syfd, x:tlf]k tyf ;Daf]wg ug{ of] of]hgf agfPsf 5f}+ . lhNnfn] ljBfyL{x? abdf;Lsf 36gfx?af6 ;'/lft\ 5g\ eg]/ lgZrt\ ug{ of] of]hgf nfu" ug{ ulDe/ ?kdf lhDd]jf/L lnPsf] 5 . j':6/ kIAns :s"Nf ;a} ljBfyL{x?nfO{ Aolmut\ cyjf ;fO{a/ abdf:fLaf6 d'tm /x]sf] ;"/lft l;sfO{ jftfj/0f k|bfg ug{ k|ltj4 5 . of] k|ltj4tf l;sfO{nfO{ clej[l4 ug{ / ljeGg lsl;dsf abdf:fLx?sf] /f]syfd tyf lgd{'n ug{ / cGo xfgLsf/s jf v/fa cfr/0f hf] cWoog k|s[of tyf ;a} ljBfyL{x?sf] pTs[i6 glthf Nofp"rdf afws 5g\, To;nfO{ IgoGq0f ug{] xfd|f] j[xt\ b[li6sf]0fsf] Ps cleGg cEsf] ?kdf /x]sf] 5 . xfdLn] s]xL ljBfyL{x? hflt, j0f{, wd{, k'vf{, /fli6«o pTkIQ, lnE, ;fdlhs-cfly{s :t/, 3/af/ljlxgtf, z}llfs :t/, lnE klxrgf tyf ejgfn, ef}lts pklylt, ue{jtl jf cleefjsTj :t/, n}lEs cled'lvs/0f, dfgl;s, zf/Li/s jf :d/0f zltm sdhf]/ jf s'g} Aoltm h:sf] dfly pNn]lvt\ dWo] s'g} Ps jf a9L liz]iftfx? 5g\ eg]/ klxrgf u/]sf 5f}+ / To:tf] cj:yfdf jf:tljs cyjf slyt\ liz]iftfsf] cfwf/df ljBfyL{x? abdf:fL, pITk8g\ / lh:Sofpg] sfo{af6 kLI8t\ ePsf x'G5g\ . j':6/ kIAns :s"Nfn] :s"Nfsf] ejg, :s"n d}bfg cyjf :s"n;+u ;DalGwt\ s'g}klg s[ofsnfkx?df abdf;L, ;fO{a/ abdf;L jf abdf;Lsf] k|ltsf/ ug]{ ejgfn] k]l/t\ eO{ s'g} 36gf 36\g uPdf ;d]t u/L s'g} lsl;dsf] u}/sfg"gL tyf ljWj"zfTds cfr/0f/ultljwLx?nfO{ ;xg ug]{ 5}g . s'g} klg abdf;L, ;fO{a/ (ljB'lto_ abdf;L tyf k|ltsf/sf 36gfa/] k/]sf ph'L tyf l/kf]6{x? pk/ xfdL tTsfn cg';Gwfg u5f}+ / To:tf abdf;L Jojxf/sf] cGt ug{ tyf ljBfyL{nfO{ zflGt ;"/lff axfn ePsf] dxz';

u/fp“g abdf;L ug]{nfO{ t'/Gt} sf/afxL u5f{}+ . xfdL of] k|ltj4tf adf]lhd :s"n ;d'bfo,
kf7o\s|d, lgb]{zgfTds sfo{s|dx?, sd{rf/L ljsf; tyf cltl/tm s[ofsnfk ;DalGw
ultljwLx?sf ;a} klfx?df ;xof]u ug]{5f+} / abdf;L /f]syfd ug]{ cleofgdf
cleefjs;/+lfsx?nfO{ ;+nUg u/fp“g]5f}+ .

!= g]t[Tj

I: LEADERSHIP

g]t[Tjn] j':6/ kIAns :s"Nfsf] abdf:L /f]syfd tyf sfo{jfxL of]hgfsf] ljsf; tyf sfof{Gjogsf] nflu ;a} lf]qdf dxTj"k0f{ e"ldsf v]n]sf] x'G5 . g]t[Tjstf{sf] k|fylds e"ldsf eg]sf] ljBfyL{x?nfO{ Ps cfk;df gful/ssf] ?kdf Jojxf/ ug{ / ljBfyL{ aLrsf] l|ljwtf tyf leGgtfnfO{ cfb/ ug{sf] nflu cfkm\gf] a'emfO{nfO{ ;b[9 kfg{ l;sfp"g] xf] . of] cleofgsf] nflu k|d'v lzlf clws[t, tf]lsPsf sd{rf/L ;b:ox?, :s"nsf g]t[Tjstf{ ;d]t lhNnfsf] g]t[Tj lNg] Aoltm lhDd]jf/L x'G5 . plgx?n] abdf:Lkgsf k|fyldstfx? lgwf{/0f u/L To;nfO{ k|efjsf/L ?kdf ;Daf]wg ug{ of]hgfnfO{ ;dfof]hg ub}{ xfn e}/x]sf] cg';Gwfgsf] k|of]u ug]{5g\ .

P= of]hgf ljsf;df hg;xeflutf dxTjk"0f{ x'G5 .

A. Public Involvement is important in developing the plan.

Pd=lh=Pn=;L=&!,§#&) (M.G.L.c. 71, §370) adf]lhd lzlf, :s"n sd{rf/L, l|z]if1 ;xof]u, :s"nsf :jod\ :f]js, k|zf;s, ;fd'bfoLs k|ltlgwL, :yfgLo sfg"g sfof{Gjog lgsfo, ljBfyL{, cleefjs;/+lfs, cflb ;a}sf] ;NNffx / k/fdz{af6 j':6/ kIAns :s"Nfsf] abdf:fL /f]syfd tyf sfo{jfxL of]hgf ljsf; ul/Psf] xf] . dfly pNn]lvt\ l|leGg ;/f]sf/jfnfx?nfO{ j':6/ kIAns :s"Nfn] of] k|s[ofdf ;s[o ?kdf ;xefuL u/fPsf] lyof] .

xfdLn] abdf:fL /f]syfd tyf sfo{jfxL of]hgfsf] uf]nd]r a}7s cfof]hgf u/L lgDg lgsfo tyf klfx?nfO{ of]hgf k|t't\ u/L plgx?af6 /fo-'emfjx? ;+sng u/]sf lyof}+: zx/L cleefjs ;Nnfxsf/ kl/ifb\, l|z]if lzlf ;Nnfxsf/ kl/ifb\, :s"n lzlf0f ;ldlt, l;sfO{ tyf ljBfyL{ ;xof]u pk-;ldlt, ;'kl/G6]08]06sf] ljBfyL{ ;Nnfxsf/ kl/ifbaf6 ;j]{lf0f ul/Psf ljBfyL{x? / :yfgLo s]an 6]nLlehg Rofgnaf6 ;~rfng ul/Psf] ;"rgfd'ns clwj]zg .

Ia= cfGtl/s tyf afx\o ;f]sf/jfnfx? cfjZostf / >f]t d"Norig ug{ pkof]uL lyP .

B. Internal and External stakeholders were useful in assessing needs and resources.

ljBdfg :j:Yo :s"n jftfj/0f cleofg tyf sfo{s|dx?df lglxt /xL abdf:Lsf d'4fx?nfO{ /f]syfd tyf ;Daf]wg ug{} sfo{lfdfdf clej[l4 ug{ o; of]hgfn] lhNnfsf] Pp6f vfsf (ANo'lk|G6) sf] ?kdf sfd ug]{5 . o:df lgDg l|jfox? ;dfj]z 5g\:

!= :s"nJofkL ;sf/fTds cfr/0fsf] nflu sfo{jfxL tyf ;xof]u
@= bf];|f] sbdM lx+;f /f]syfd kf7\os|dM slff s] b]vL @ ;Dd (Grades K-2)
#= 5'g x'g] ;DaGwdf s'/fsfgL ug]{
\$= lj:t[t\ :s"n :jf:Yo kf7\os|dsf] nflu ldlrug gd"gfM slff s] b]vL !@ ;Dd (Grades K-12)
%= cfb/ ;Ddfgsf sbdx?M Pp6f abdf;L /f]syfd kf7\os|dM slff * b]vL !) ;Dd (Grades 8-10)
^= hLjg-ofkg ;Lk tflndM slff \$ b]vL !) ;Dd (Grades 4-10)
&= ;"/lfft e]63f6 ;do (k]d ldngM lszf]/ lszf]/L e]63f6 b'?kof]u /f]syfd sfo{s|d,
 slff * b]vL !) ;Dd (Grades 8-10)
***=** lu/f]x (Gang) /f]syfd tyf x:tlf]k sfo{s|d
 :jf:Yo tyf zfl//Ls :jf:Yo lzlf] ;Dks{ Aoltmsf] lgb]{zgdf :s"n g]t[Tjstf{x?n] kl/jf/ tyf
 sd{rf/Lsf] z'emfjx?af6 of] sfo{s|d jflif{s ?kdf d"noflg u5{g; xfnsf] gLlt tyf
 sfo{ljlwx?sf] ;ldlff u5{g\; abdf;L tyf Jojxf/hGo 36gfsf af/]df pkNfAw tYoflx?sf]
 ;ldlff u5{g\; / kf7\os|d, tflnd sfo{s|dx? tyf Jojxf/HfGo :jf:Yo ;jjfx? ;DaGwdf
 pknAw >f]tx?sf] d"noflg u5{g\ .
 gS;flg (mapping) k|s[ofn] xfd|f] xfO{:s"n tyf lhNnfdf >f]t cefj (gaps) / dxTjk"0f{
 cfjZos lf]qx?sf] klxrgf ug{ d4t k'\lofp"5 . gLlt tyf sfo{ljlwx?sf] kl/dfh{g / ljsf;
 ug{, sfg"g sfot{Gjog ug]{ lgsfox? ;d]t ;fd'bfoLs ;+:yfx?;+u ;fem]bf/L ;DAfGw
 :yfkgf ug{ / j':6/ klAns :s"nsf k|fyldstfx? lgwf{/0f ug{ lhfnf:t/df ;Defljt k|of]usf]
 nflu k|d'v lzlf] clws[tnfO{ l;kmfl/ ul/g]]5 . :s"n ;"/lff ;Dks{ Aoltmsf] ;xof]udf
 lhNnf tyf k|To]s :s"nx?n] :s"n liz]if abdf;L (sdhf]/ hg;+Vof, :s"n ejgleq abdf;L
 x'g;Sg] :yfgx? (Hot Spots),:s"nsf] d}bfg cyjf :s"n a; ;DalGw 36\gf klxrgf ug{df
 s]lGb|t eO{) Tfyt To;sf] km}nfj6 / liz]iftfaf/] tYofl ;+sng tyf lizn]if0f ug]{5g\ .
 of] ;"rgfn] ljbfyL{sf] afgL-Joxf]/fsf] 9f"rf / ;f]sf/sf lf]qx? klxrgf ug{ ;xof]u ldNg]5
 ;fy} o'jf ;'kl/j]lf0f, Jofj;foLs lasf;, pd]/ pko'tm kf7\os|dx? / :s"n kl/;leq lbOg]

;xof]u ;]jf ;d]t /f]syfd /0fgLltx? Tfof/ ug{, t/ of] olts}df l;ldt g/xg ;S5, lg0f{osf] nflu hfgsf/L lbg ;xof]u k'Λofp“g]5 . ;”/lifl l;sfO{ jftfj/0f sld6L :s”n / s]lGb|o sfot{no sd{rf/L ;b:ox?, ljBfyL{, cleefjs k|ltlgwLx? Tfyt ;d'bfodf cfwfl/t ;f]sf/jfnfx? ldn]/ ag]sf] 5 . of] sld6Ln] of]hgf k'g/fjnf]sg tyf ;wf/sf] nflu hfgsf/L u/fp“g jflif{s cfjZostf d”N“oflg sfo{s|d ;~rfng ug]{5 .

I:= of]hgf tyf lgl/lf0f

C.Planing and Oversight

of] of]hgf abdf;L tyf ;fO{a/ abdf;LnfO{ ;Daf]wg ug]{ Ps j[xt\ b[li6sf]0f xf] / :s”n tyf lhNnfdf x'g] ljjfonfO{ /f]syffd ug{ ljBfyL{, sd{rf/L, kl/jf/, sfg”g kfngf u/fpg] lgsfo / ;d'bfox?;+u ldn]/ sfd ug{ k|ltj4 5\ . dfly pNn]lvt\ ;/f]sf/jfnf klfx?sf] k/fdz{df xfdLn] abdf;L, ;fO{a/ abdf;L tyf k|ltsf/sf] efjgfnfO{ /f]syfd, x:tlf]k tyf ;Daf]wg ug{ of] of]hgf :yfkgf u/]sf 5f}+ . :s”n lk|IG;kn cyjf tf]lsPsf] Joltm of] of]hgf sfof{Gjog tyf lgl/lf0f ug{ lhDd]jf/ 5g\, abdf;L sfo{df :s”nsf] lk|IG;kn tyf ;xfos lk|IG;kn slyt\ cfs|d0fsf/Lsf] ?kdf ;+nUg ePsf] cj:yfdf afx]s . To:tf] cj:yfdf ;’kl/G6]G8]G6 (clwlfs) cyjf tf]lsPsf] Joltnn] k|ltj]bg cg';Gwfg ug{ / of]hgf sfof{Gjog ug{, cfs|d0fsf/Lsf] z"/lff ;Daf]wg ug{ ;d]t, cGo cfjZos sbdx? rfNg lhDd]jf/ x'g]5g\ .

olb ;’kl/G6]G8]G6 slyt cfs|d0fsf/L xf] eg] :s”n ;ldlt cyjf tf]lsPsf] Aoltm k|ltj]bg cg';Gwfg ug{ / of]hgf sfof{Gjog ug{, cfs|d0fsf/Lsf] ;”/lff ;Daf]wg ug{ ;d]t, cGo cfjZos sbdx? rfNg lhDd]jf/ x'g]5g\ . Tfnsf] tflnsfn] of]hgf sfo{ tyf g]t[Tjstf{sf] lhDd]jf/L ?k/]vf lbPsf] 5 .

sfo{ (Tasks)	Gf]t[Tjstf{x? (Leaders)
Afbdf;L af/]df l/kf]6{ k fKt ug]{ .	:s”n sld6L cyjf tf]lsPsf] Aoltm ;’kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm :s”n lk IG;kn

	:s"n ;"/lff lgb}{zs
Aft{dfg ;Df:ofsf] d"Nofg tyf ;'wf/ ePsf] kl/Offd dfkg ug{ :s"nAofkL Afbdf;L af/] tYof ;+sng / lJZn]if0f ug]{ .	:s"n ;"/lff lgb}{zs :Jf:Yo tyf ;"/lfft jftfj/Of ;ldlt
clen]v /fVg] / 36gfaf/] k ltj]bgx? cg';Gwfg ug]{ Kf s[of lgdf{0f ug{ / lk8Lt tyf cfs d0fsf/L ;DalGw ;"rgfdf kx"r k'\ofp"g] .	;"rgf k OffnL clws[t :s"n ;"/lff lgb}{zs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
sfg"gnfO{ cfjZos kg]{ Ef}/xsf Aofj;foLs ljsf;sf] nflu of]hgf lgdf{0f ug]{ .	Jofj;foLs ljsf; Joj:yfks :s"n ;"/lff lgb}{zs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
kLI8t tyf cfs d0fsf/Lsf] cfjZostfnfO{ ;Daf]wg ug{} ;xof]u of]hgf agfp"g]	;Nnfxsf/, dgfjj}1flgs / ;d'bfo;Dd kx"r x'g] ;]jf ;+of]hs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
:s"n cyjf lhNnfn] k of]u ug]{ Kff7\os d 5gf]6 tyf sfof{Gjog ug]{	:jf:Yo tyf zf/Li/s lzIff ;Dks{ clws[t ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
O{G6/g]6 ;"/lff gLIt ;d]t, of]hgf cGtu{t\ Gfof" gLIt lgdf{0f ug]{ cyjf jt{dfg gLIt tyf k f]6f]snx? nfO{ Kfl/dfh{g ug]{ .	:xfos clwlfs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
IjBfyL{ / sd{rf/L k'l:tsf Tfjf cfrf/ ;+lxsf ;+zf]wg ug]{, cGo a:t' dWo]af6 u/]h:t), :s"n sd{rf/Laf6 IjBfyL{ dfyL ePsf] abdf;L jf cGo IjBfyL{sf] abdf;L ;xg ug{ ;lsg] 5}g eGg] s'/fdf :ki6 x'g] .	:xfos clwlfs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
cljefjs cyjf kl/jf/ ;+nUg k of;df g]t[Tj lbg] / ;"rgf ;fdt Lsf] d:of}bf tof/ ug]{ .	;"rgf tyf :s"n ;xof]u ;+of]hs :s"n ;"/lff lgb}{zs ;"/lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt
Kf To]s jif{ cyjf Tof] eGbf l56f] of]hgfsf] ;ldlff / cBfjws ug]{ .	;"lfft tyf ;"lgIZrt\ l;sfO{ jftfj/Of ;ldlt :s"n ;"/lff lgb}{zs

@= TffInd tyf Aofj;foLs lasf;

II: TRAINING AND PROFESSIONAL DEVELOPMENT

Jf:6/ kIAns :s"nn] Izlfs, k|zf;s, k/fdz{ ;jf clws[t, :s"n g:f{, rd]gfu[xsf sd{rf/L, :s"n ;+/lfs, a; rfn, v]ns'b k|lzs, cht/tm s[ofsnfk ultljwL ;DalGw ;Nnfxsf/ / Pd=lh=Pn=;L=&!,§#&) (M.G.L.c. 71, §370) lgod adf]hd Jofj;foLs Joltx?, oltd} l;ldt /xg] 5}g, ;d]t u/L ;a} sd{rf/Lx?sf] lg/Gt/ Jofj;foLs ljsf; k|bfg ub{5 .

P= jflif{s sd{rf/L tfInd

A. Annual Staff Training

Jf:6/ kIAns :s"nn] abdf;L of]hgf ;DaGwdf ;a} :s"n sd{rf/Lx?sf] nflu jflif{s tfInd ;~rfng ug]{5 .

of] tfInd lgDg lf]qx?df s]lGb|t x'g]5 M abdf;L Jojxf/sf] klxrg ug]{, abdf;Lsf] lsl;d, cfs|d0fsf/L, kLI8t / 36gfsf] ;flfLx'g]x?sf]] e"ldsf, Pd=lh=Pn=;L=&!,§#&) (M.G.L.c. 71, §370) cGtu{t clwsf/ tyf st{Jo, of]hgf cGtu{t\ sd{rf/Lsf] bfloTj, lk|IG;kn tyf k|zf;lgs sd{rf/Ln] abdf;L tyf k|ltsf/ ;DalGw l/kf]6{ k|fKt ePkI5 kfng ug{'kg]{ sbdsf] ;ldlff / Jf:6/ kIAns :s"nsf ;a} slffx?df nufOg] abdf;L /f]syfd kf7\os|dsf] Ps ;ldlff . lk|IG;kn, ;xfos lk|IG;kn, k/fdz{bftf / :jf:Yo Izlfs ;d]t k|To]s :s"nsf 6f]nLx?nfO{ of]hgfsf] af/]df tfInd lbOG5 . To;kl5 k|To]s 6f]nLn] Izlfs, k|zf;s, sfplG;n/, g;{, rd]gfu[xsf sfdbf/x?, :s"n ;+/lfs / ;Dks{ Aoitm, cht/tm s[ofsnfk ;NNffxf/ tyf Jofj;foLs Aoitm? ;a}nfO{ tfInd k|bfg u5{ . a; rfnx?n] :s"n ;"/lff lgb]{zsa6 tfInd InG5g\ . v]ns'b k|lzsx?nfO{ v]ns'b lgb]{zsn] tfInd lbg]5g\ . z}llfs zq ;'? ePkI5 lgo'tm x'g] sd{rf/Ln] j:6/ kIAns :s"nsf] Ps efusf] ?kdf of] abdf;L /f]syfd tyf x:tlf]k cled'lvs/Of (Orientation) tfIndddf ;xeflutf hgfp"g clgjfo{ x'g]5 .

Ia= e}/xsf] Jofj;foLs ljsf;

B. Ongoing Professional Development

Jf:6/ kIAns :s"nn] abdf;L /f]syfd, kIxrfg tyf k|lts[of lbg e}/x]sf] Aofj;foLs ljsf; dfkm{t sd{rf/L ;b:ox?sf] ;Lk ljsf;df lg/Gt/tf lbg]5 . cg';Gwfgaf6 :s"n tyf lhNNffJofkL Jofj;foLs ljsf;sf] lji fo lbOPsf] 5 / o:df lgDg ljj/0fx? pNn]v x'g]5g\ M

- abdf;L /f]syfd ug{ pd]/ pko'tm /0fgLltx?sf] ljsf; ug}{
- abdf;Lsf 36gfy?nfO{ /f]Sg tTsf, k|efjsf/L x:tlf]k ug{ pd]/ pko'tm /0fgLltx?sf] ljsf; ug}{
- cfs|d0fsf/L / lk8Lt aLrdf sf] alnof] / sf] lgwf]{ / plgx? tyf ;flfL aLrsf] h6Ln cGts{[ofx?af/] hfgsf/L
- ljBfyL{sf] lji if ju{ hf] :s"n jftfj/0fdf abdf;L sfo{af6 k|efljt eO{ hf]lvdk"0f{ cj:yfdf /x"b} cfPsf 5g\ ;d]t u/L Afbd;L ;DaGwL cg';Gwfgaf6 k|fKt lgZsif{x? .
- ;fO{a/ abdf;Lsf] k|s[lt :fDalGw laj/0f
- O{G6/g]6 ;"/lff lji fo hf] ;fO{a/ abdf;L;+u ;DalGwt\ x'G5g\ .

Aofj;foLs ljsf;n] ckf'utf ePsf ljBfyL{df x'g] abdf;L cyjf k|lts[of /f]syfd ug{} tl/sfsf] klg ;Dafwg u5{ / of] ljBfyL{sf] a}olmut\ lzlf if of]hgf (Individualized Education Plan) agfp"bf vf;u/L cfTds]IGb]t\ ljBfyL{x?sf] cfjZostf cyjf h:fsf] ckfEtfn] ;fdflhs ;Lkx?sf] ljsf; ug{ k|efj kf5{ To;nfO{ clgjfo{ ?kdf ljr/ ul/G5 . Aofj;foLs ljsf;sf] nflu lgDg cltl/tm lf]qx? k5{g\:

- cfb/fyL{ efifffsf] k|of]udf clej[l4 tyf clego
- ljljwtf / leGgtfsf] cfb/ af/] a'emfO{ tyf clej[l4
- kl/jf/;+u ;DaGw / ;~rf/
- sIFf sf]7fsf] Jojxf/ /rgfTds lsl;dn] Joj:yfkg
- ;sf/fTds Jojxf/ sfo{jfxL /0flgtLx?sf] k|of]u
- /rgfTds Jojxf/ nfu" ug{ cEof;
- ;sf/fTds ;Dafb, l/; Joj:yfkg / c?nfO{ ;xfg'e'l t lbg] ;d]t ljBfyL{df x'g'kg]{ ;Lksf] k9fO{

- ljBfyL{x?nfO{ :s"n cyjf slff sf]7f of]hgf / lg0f{o k|s[of Pj“ ;a} ljBfyL{sf]
nflu ;"/lft slffsf]7f lgdf{0fdf ;+nUg
- ;a} ljBfyL{sf] nflu ;"/lft slffsf]7f lgdf{0f
- b'/frf/nfO{ ;'wf/ ug{ lgdf{0f ul/Psf] :jLsfo{ Joj:yfksLo Jojxf/x?, :s"n kl/j]zdf
hjfkmb]lxtf /fVg / abdf;L Jojxf/x?sf] aLrdf km/s 5'6\ofp“gsf] nflu sd{rf/L /
hf] of]hgf sfof{Gjog tyf lgl/lf0fsf] nflu pQ/bfoL x'G5g\ plgx?nfO{ ;+nUg
u/fp“g] .

I:= sd{rf/LnfO{ InIvt ;"rgf

C. Written Notice to Staff

IhNNffn] j':6/ klAns :s"nsf] abdf;L /f]syfd tyf sfo{jfxL of]hgfaf/] ;"kl/G6]G8]G6sf] a'n]l6gdf ;"rgf k|sflzt u/L ;a} sd{rf/Lx?nfO{ jflif{s ?kdf ;"lrt\
ug]{5 . of] ;"rgfdf ;DalGwt sd{rf/Lsf] st{Ao v08 / :s"nsf sd{rf/Laf6 ljBfyL{dfly
x'g] abdf;Lx? klg ;dfj]z x'g]5g\ . o;nfO{ j]a;fO{6df /flvg]5 / k|To]s ejgx?df 6f“;
ul/g]5 .

#= >f]t tyf ;]jfdf kx“r

III: ACCESS TO RESOURCES AND SERVICES

j':6/ klAns :s"nJofkL ;"/lft I;sfO{ jftfj/0f c3L a9fp“g] Pp6f dxTjk"0f{ klf eg]sf]
kLI8t, ljBfyL{ / lk8sdf cGtlg{lxt\ efjgfTds cfjZostfx?sf] ;Daf]wg ;"lglZrt\tf ug{' xf]
. abdf;L /f]syfd ug{ ;'?d} sfo{jfxL ug]{ / Kf|efjsf/L ?kdf abdf;Lsf] hjfkm lbg
lhNnfsf] lfdfnfO{ clej[l4 ug{sf] nflu j':6/ klAns :s"nsf] pknAw >f]t h:n] abdf;Lsf]
ultlznfsf] a'emfO{ k|ltlaIDat ug{ / kLI8t, ljBfyL{, kL8s tyf kl/jf/x?sf] cfjZostf
;Daf]wg ug{} b[li6sf]0fx? k|bfg u5{ .

P= >f]tx?sf] klxrgf

A. Identifying Resources

IhNnfsf] ;sf/fTds Jojxf/ sfo{jfxL tyf ;xof]u (Positive Behavior Interventions and
Supports-PBIS) cleofg xfn @@ j6f :s"nx?df ;~rfng e}/x]sf 5g\ / j}slNks sfo{s|dn]

cfzfltt\ ;femf Jojxf/x? :yfkgf ug{ / k|To]s :s"n kl;/;leq ;a} sd{rf/Lx?df cfb/ ug{} ;“:s[ltsf] Pp6f alnof] 9f“rf k|bfg u5{ . of] :s"nJofkL b[li6sf]0f k|of]unfO{ ;xof]u k'Λofp“g] pkNfAw >f]tx?df lgDg s'/fx? kb{5g|M ljBfyL{sf pko'tm ;fdflhs Jojxf/x? a9fp“g lzlf0f ug]{ ;Lk / ;sf/fTds :s"n jftfj/0f lgdf{0f h:n] pko'tm cGt/ Jolmut\ Jojxf/nfO{ ;xof]u ub{5 To:tf] sfo{ lgdf{0f ug{ sd{rf/LnfO{ tflnd lbg] . “IklacfO{P;” nfu” ug{]] lhNnfsf] ;kmn /0fgLltx? (Successful Strategies) lhNnfsf] j]a;fO{6df / of] ;lxt yk ;DalGwt\ >f]tx? / ;sf/fTds Jojxf/ ;xof]u /fli6«o s]Gb| (National Center for Positive Behavior Supports) sf] af/]df j]a;fO{6 http://pbis.org df pknAw 5g\ . df;fRo';]6\ afn dfgl;s cf3ft (6«fpdf s]Gb| (Massachussts Child Trauma Center) xfd|f] ;+nUgtf ;d]t\, lhNnfsf] :s"n jftfj/0fdf k|To]s slff txsf ;a} o'jfx?sf] pko'tm ;fdflhs Jojxf/ lZflf0fdf lhNnfsf] cGo cleofgx?;+u Ps?ktf 5 . ;d:of ;dfwfgsf] nflu :yflkt\ Pp6f ;+/rgf “IklacfO{P;” n] :s"nleq Jojxf/hGo ;d:ofnfO{ ;s[o ?kdf klxrgf u/L cfjZostf adf]lhd /f]syfdsf /0fgLltx?sf] ljsf; u5{ . kl/jf/ ;d"bfodf cfwfl/t ;xof]u >f]tx?sf] ;Dks{nfO{ klg “IklacfO{P;” sf :s"nleq cf}krfl/stf lbOg]5 .

Ia= k/fdz{ tyf cGo ;]jfx?

B. Counseling and Other Services

afn cWoog lje fu (Child Study Department) n] :s"n ;dfof]hg sfplG;n/ / :s"n dgfjj}1flgsx?nfO{ k|To]s :s"ndf of t cf+lzs (Part time) jf k"0f{ ;do (Full time) sf] nflu sfo{ ug]{ lhDd]jf/L lbG5 (afn cWoog lje fusf] kl/lzi6f1df x]g{'xf];\ . plgx?sf] :s"n sfo{af6 dfgl;s :jf:Yo lj1x? hfgsf/ 5g\ / ljBfyL{x?sf] aLr x'g] abdf;L / wDsLsf] sfo{jfxLdf ;+nUg x'g] k|To]s :s'n ;d"bfosf] ljZjfl;nf ;b:ox? hf] kl/l:ytL cg';f/ d"Nofig ug{ ;xof]usf] nflu ;lh]n};+u pknAw x'G5g\ .

pko'tm ePdf plgx?n] abdf;L sfo{af6 kLI8t\ e}/x]sf ljBfyL{sf] nflu “ljBfyL{ ;xof]u of]hgf” (Student Support Plan) ljsf; ug{ tyf To;nfO{ sfof{Gjog ug{ ;xof]u u5{g\ ;fy} cleefjs tyf ljBfyL{x?nfO{ ;xof]u ;]jf >f]tsf] nflu l;kmfl/; u5{g\ . cltl/tm ?kdf oL ;xof]u ;b:ox?n] Aolmut\ tyf ;fgf ;d'xdf /x]sf ljBfyL{x? h:fnfO{ oL kf7\x?df

af/Daf/ cfp“g'k5{, :jf:Yo lzlf fsn] ;Daf]wg ug]{ k"j{ lzlf0f tyf k'gM lZflf0faf6 ;fdflhs ;Lk kf7\os|d z'b[l9s/0f u5{g\ . ljBfyL{ ;dfof]hg sfplG;n/n] ljBfyL{sf] nflu 5f]6f] cjwLsf] Joltmut\ tyf ;d'xut\ k/fdz{ ;]jfx? k|bfg u5{g\, ;fd'bfoLs ;+:yfx?;+u ;xof]u ;]jfsf] ;DaGw ljsf; ug{ ljBfyL{kl/jf/x?nfO{ s]; d]g]h/sf] ?kdf ;]jf k|bfg u5{g\ / u}/lx+;f åGb ;dfwfg tyf dWo:ytf ;]jf k|bfg ub{5g\ .

:s"n ;dfof]hg sfplG;n/x?n] lhNnf z'kl/j]lfs pkl:ytsf] ?kdf klg sfd u5{g\ / abdf;L klxrfg ug{ ;S5g\ h:n] :s"n TofUf]sf] sf/0fn] cg'kl:yITfnfO{ ulx/f] ?kdf a9fp“5g\ . j':6/ h'e]gfO{n sf]6{sf] Sns{ dlh:6]«6 (Worcester Juvenile Court's Clerk Magistrate) ;+u / cf}krfl/s tyf cgf}krfl/s ;xof]usf] nflu k/LIf0fsfn lje fusf] lgj]bgn] oL sfof{nox? Dffkm{t\ ;f]sf/sf ljifo pk/ pko'tm Wofg lbG5g\ . :s"n ;dfof]hg sfplG;n/x? ePsf] ljBfyL{ :s"n ;"/lff s]Gb| / ljjz]if lzlf df nfO{;]G; k|fKt ePsf] lzlf sn] 5f]6f] cjwsf] # lbg) ljsNk k|bfg u5{g\ h;\ cGtu{t\ ljBfyL{ hf] ulDe/ abdf;L tyf wDsLk"0f{ Jojxf/df ;+nUg 5g\ plgx?n] cfjZos uxg d"Norlg (Intensive need assessment) k|fKt u5{g\ / cg';Gwfgdf cfwfl/t ljsNkx?sf] nflu kf7\os|d ljsf; ul/G5 h:n] cGt/Joltmut\ ;sf/fTds tyf u}/lx+;ff åGb :fdfwfgsf ;Lkx?sf] ljsf; u5{ .

of] z}llfs ?kdf pko'tm sfo{jfxLn] cfjZos k|lt:yfkg Jojxf/sf] lzlf0f, ljBfyL{sf] cfjZostf klxrfg / ha ljBfyL{x? plgx?sf] :s"ndf kmIs{G5g ta sfof{Gjogsf] nflu ;xof]u of]hgf ljsf; u5{ . ;"/lff s]Gb|n] klg l:jsfo{ tyf cfzf ul/Psf] Jojxf/ ;DalGw Pp6f :ki6 ;Gb]z k7fp“5 . c:yfoL l;sfO{ s]Gb| (Temporary Learning Center)n] 5f]6f] cjwLsf] d"Norlg / ulDe/ Jojxf//efjgfTds ljjfox? h:n] plgx?sf] cfkm\gf] lzlf cfh{g ug{ tyf d'nwf/ slffsf ;fyLx?nfO{ afwf k'\lofp“5, Tof] O{ltxf;nfO{ b]vfp“b} lgDg dfWolds ljBfyL{x?sf] nflu :yfoLTj k|bfg u5{ . d'nwf/ slffd ljjBfyL{sf] z}llfs, Jojxf/hGo, efjgfTds / ;fdflhs ;kmntfnfO{ ;xof]u ug]{ of]hgf sf] ;fy ljBfyL{ b'O{ b]vL tLg xKtfdf sfo{s|daf6 aflxl/G5g\ . c:yfoL l;sfO{ s]Gb| slff sf]7fx?sf] Pp6f ;fgf], pRr ;+/rgfo'tm / z'kl/j]lf0f ug]{ kl/j]zn] pko'tm Jojxf/sf] nflu uxg lzlf0f ug{

;lfd x'G5 . k|To]s ljBfyL{sf] cfjZostf / pko'tm ePdf plgx?sf] kl/jf/sf] cfjZostf
adf]lhd cltl/tm ;xof]u of]hgfx? agfOG5 .

I;= ckfËtf ePsf ljBfyL{x?

C. Student with Disabilities

Jf':6/ k|Ans :s"nsf] cfTds]lGb|t ckfËtf ePsf ljBfyL{x?sf] nflu cfO{{OkL 6f]nLn]
clgjfo{ ?kdf lrf/ ug'{ kg}{5 / vf;u/L abdf;L, pITk8g\ cyjf lh:Sofpg] sfo{nfO{
lgd{'n cyjf lg?T;flxt ug{ cfj:os ;Lk / blftfx? af/] ;Daf]wg ug'{ kb{5 . Hfa cfO{OkL
6f]nLsf] d"Noflgn] ljBfyL{sf] ckfËtn] p:fnfO{ abdf;L, pITk8g\ cyjf lh:Sofpg]
sfo{sf] nflu hf]lvdk"0f{ cj:yfdf ePsf] b]vfp"5, cfO{OkL 6f]nLn] clgjfo{ ?kdf To:tf]
hf]vd\af6 aRg cyjf To:sf] k|lts[of lbg] :fLk tyf blftf af/] clgjfo{ ?kdf ;Daf]wg ug'{
kb{5 .

I8=aflx/L ;]jfsf] nflu I;kmfl/;

D. Referral to outside services

:s"ndf cfwfl/t egf{ k|s[of (kl/lzi6f]sf] lbzf lgb{]zgdf x]g'{xf];\ n] :s"n, lhNnf /
dfgl;s :jf:Yo k|bfos ;+yfx?aLr cEof; ug]{ k|f]6f]sn k|bfg u5{ h:n] ljBfyL{sf]
I;kmfl/; / pgLx?sf] ;fdfhs efjgfTds sfo{x?df cfjZos pkrf/ ;lxt pko'tm :yfgx?sf
lrlsT;sx?;+u e]6 u/fp"g]] sfo{nfO{ l56f] agfOlbG5 . of] k|s[ofs] k|of]uaf6 :s"n
;dfof]hg sfplG;n/x? / :s"n dgfjj]1flgsx? Kfl/jf/nfO{ ;xof]u ug{ ;lfd x'G5g\ cGoyf
plgx? dfgl;s :jf:Yosf] nflu pko'tm ;]jf k|bfosx?;+u ;+nUge} r'gf}ltsf] ;fdgf ug'{
k/]sf] x'g ;S5 . o;afx]s, cleefjsn] x:tflf/ u/L hf/L ul/Psf] sfuh h:n] :s"ndf cfwfl/t
egf{sf] nflu ;xdlt k|bfg u5{ To:n] ;f]sf/sf ljfox? h:df tTsf] I;kmfl/; cfjZostf k5{,
;"rgf cfbfg-k|bfg ug{ :s"n sd{rf/LnfO{ ;lfd agfp"5 . of] k|s[ofaf6 :s"ndf klxrgf
ul/g] abdf;L Jojxf/;+u ;DalGwt ;f]sf/x? ;d'bfodf cfwfl/t ;]jf k|bfosx?;+u ;"rgf
cfbfg-k|bfg ug{ ;lsG5 h:n] ;du] pkrf/ of]hgfleq /x]/ ljfonfO{ ;Daf]wg ug{ ;S5 .

\$= z}llfs tyf u}/-z}llfs s[ofsnfkx?

IV: ACADEMIC AND NON-ACADEMIC ACTIVITIES

Jf:6/ klAns :s"nn] abdf;L /f]syfd ug{ lhNnf k|df0fdf cfwfl/t :jf:Yo kf7\os|d ;dfj]z ePsf] pd]/ pko'tm lgb]{zg k|To]s slffx?df k|bfg ub{5 . k|efjsf/L lgb{]zgdf lgDg s'/fx? ;dfj]z /x]sf x'G5g)M slffsf]7f b[li6sf]0f / abdf;L /f]syfd tyf ;fdflhs ;Lk ljsf;sf] nflu s]lGb|s[|t\ /0fgLltx? ePsf] ;du] :s"n cleofg . Jf:6/ klAns :s"nsf :yflkt k|fyldstfx? lgDgfg';f/ 5g\ (The established priorities of the Worcester Public Schools)M

P= abdf;L /f]syfdsf ljlzi6 k4ltx?

A. Specific bullying prevention approaches

xfn cg';Gwfgsf] cfwf/df abdf;L /f]syfd kf7\os|d lg/Gt/ ?kdf k|bfg ul/g]5 h:fdWo] lgDg k4ltx?nfO{ ljjif ?kdf hf]8\ lbOg]5M

- ;Lk ljsf; ug{ ;Dafb / cleo u/]/
- ljblyL{ cyjf sd{rf/LnfO{ ha plgx?n] cGo ljblyL{x? abdf;L cyjf k|ltsf/df ;+nUg ePsf] / 7"nf Joltmsf] ;xof]u vf]lh/x]sf] b]V5g\ To;a]nf s] ug]{ eGg] yfxf kfP/ cfjZos sfo{ ug{ plgx?nfO{ z;ltms/0f ug]{ .
- ljblyL{nfO{ abdf;L / ;fO{a/ abdf;Lsf] ultlznntf, To:fdf cGtlg{lxt\ c;'Gtlnt zltm ;d]t u/L, a'emg\ ;xof]u ug]{ .
- ;"/lifltyf ljblylto ;~rf/ k|ljwLsf] pko'tm k|of]u ;d]t u/L ;fO{a/ ;"/lifdf hf]8\ lbg]
- .
- :j:Yo ;DaGw :yfkf / cfb/k'j{s s'/fsfgLdf ;+nUg x'gsf] nflu ljblyL{sf] ;LknfO{ z'b[9Ls/0f ug]{
- ljblyL{nfO{ ;"/lifl / :s"n jftfj/0fnfO{ ;xof]u ug{ h:n] ljljwtf tyf leGgtfnfO{ ;Ddfg u5{, sfo{df ;+nUg u/fpg] .

o; cleofgdf ljblyL{sf ;efx?, slff sf]7f lgb]{zg / :s"nJofkL ;Gb]zaf6 ljblyL{nfO{ k|To]s jif{sf] ;'?df abdf;L /f]syfd tyf sfo{afxL af/]sf] ljblyL{ ;DalGwt v08x? k9fpg] ;d]t ;dfj]z x'G5 . k|df0fdf cfwfl/t abdf;L /f]syfd kf7\os|dx? lgDgfg';f/ pNn]lvt\ 5gM

k|fylds :s"nx? (Elementary Schools)

Jf:6/ kIAns :s"nsf] k|0ffnLAofkL :jf:Yo k|zlf sx? 5g\ h:n] ;a} k|fylds :s"nsf slff \$ b]vL ^ ;Ddsf ;a} ljBfyL{x?nfO{ k9fp“5g\ . tn lbOPsf] k|df0fdf cfwfl/t ;fdflhs ;Lkx? tyf abdf;L / lx+;f /f]syfd kf7\os|dx?sf] k|of]u ub}M
-slff \$ b]vL ^ ;Ddsf r/0fx?M lj:t[t\ :s"n :jf:Yo lzlf sf] ldlrug gd"gf nfO{ ;Ddfg ug{ xKtfe/Lsf] kf7\nfO{ ;xlhs/0f / z'b[l9s/0f ug{ Hfa oL slffd k9FO{ e}/x]sf] a]nf slff lzlf sx? klg slffd pkl:yt\ x'g'k5{ .

IgDg dfWolds :s"nx? (Middle Schools)

k|To]s IgDg dfWolds :s"ndf k"0f{ sfnLg (km"n 6fOd) :jf:Yo k|zlf x'G5g\ h:n] lx+:ff tyf abdf;L /f]syfd af/] cfs|d0fsf/L, kLI8t, ;fIFL, lx+;f tyf rf]6\k6s /f]syfd, :jf:Yo :df6{ sfo{s|d / ldlrug gd"gf >f]t cflbsf] k|of]u ub} { k9fp“5g\ .

xfO{ :s"nx? (High Schools)

:jf:Yo k|zlf sx?n] l6gPh (!# jif{ b]vL !(jif{ ;Dd pd]/sf ljBfyL{x?nfO{ “l6gPh x]Ny df]8\o'n”sf] k|of]u ub} { kf7 k9fp“b}5g\ M
Afbdf;L /f]syfdf tyf lj:t[t :s"n :jf:Yo lzlf sf] nflu ldlrug gd"gf, lx+;f tyf rf]6\k6s /f]syfd / :jf:Yo :df6{ kf7\os|d . lhNnf jsnsf] sfof{non] klg ljBfyL{x?nfO{ abdf;L ;DaGwdf cGo slff txx?df sfo{zfnf uf]j7Lx? k|:t't\ u5{g\ . pglx?n] ljBfyL{x?nfO{ ljB'lto ;~rf/ k|ljwLsf] ;"/lft\ tyf pko'tm k|of]u ub} { liz]if ?kdf ;fO{a/ ;"/lffd hf]8\ lbO abdf;L tyf ;fO{a/ abdf;Lsf] ultlzntf a'em\g ;xof]u ug]{5g\ .

Jf:6/ kIAns :s"nn] o; sfg"gsf] dxTj kIxrgf ub{5 / slff sf]7f k4lt tyf abdf;L /f]syfd / ;fdflhs ;Lk ljsf;df s]lGb|t /0fgLlx?af6 ;du] :s"n cleofg ;d]tnfO{ k|efjsf/L agfp“g lgb]{zg k|bfg ub{5 . o:n] lglZrt\tf lbG5 ls slff \$ b]vL !@ ;Ddsf ;a} ljBfyL{x?n] pd]/ pko'tm lgb]{zgx? k|fKt ub{5g\ .

la= ;fdfGo lzlf0f k4lt h:n] abdf;L /f]syfd k|of;nfO{ ;xof]u ub{5 .

B. General Teaching Approaches that support bullying prevention efforts.

- Jf':6/ kIAAns :s"nn] ;a} :s"nx?df lgDg k4ltx?df hfj8\ lbG5 lsgeg] ltgLx? ;"/lifft tyf ;xof]uL :s"n jftfj/0f :yfkf ug{ Ps cleGg c+usf] ?kdf sfd u5{g\ . o;n] xfd|f] abdf;L sfo{jfxL tyf /f]syfd cleofgx?nfO{ an k|bfg u5{ .
- ljBfyL{sf] nflu :ki6 ck]lffsf] Joj:yf ldnfpg] / slff tyf :s'nsf] ;do tflnsf :yfkf ug]{
- ckfE ljBfyL{x?, dlxnf ;dln<L], k'?if ;dlnE\, åLInE\, t]>f] lnE\] ljBfyL{ tyf 3/af/laxLg ljBfyL{x? ;d]t ;a} ljBfyL{x?sf] nflu ;"/lifft :s"n tyf slffsf]7f jftfj/0f lgdf{0f ug]{ .
- ;sf/fTds Jojxf/ ;xof]usf] k|of]u ub}{ ljBfyL{x?nfO{ cfjZos cg'zf;g / pko'tm tyf ;sf/fTds k|lts[of tyf z'b[l9s/0fsf] k|of]u ug]{
- ;sf/fTds Jojxf/ ;xof]usf] k|of]u
- o'jfx?nfO{ ljBfyL{;+u ;sf/fTds ;DaGw ljsf; ug{ k|f]T;fxg ug]{
- gd"gfs/0f, lzlf0f / ;fdflhs ;dy{snfO{ k':sf/, :jf:Yo / cfb/k'j{s Jojxf/ .
- ;xsfo{ u/] / ;d:of ;dfwfg ug]{ åGb ;dfwfg tfInd, 6f]nL sfo{ / ;sf/fTds Jojxf/hGo ;xof]u h:n] ;fdflhs tyf efjgfTds ljsf; ug{ ;xof]u u5{ ;d]t u/L Jojxf/hGo :jf:Yodf ;sf/fTds b[li6sf]0fsf] k|of]u ug]{ .
- ljB'lto ;"/lifft kf7\os|d (iSafe curriculum) ;d]t u/L O{G6/g]6 ;"/lffsf] k|of]u
- vf; u/L ljBfyL{sf lfdtsf] lf]qx?df plgx?sf]] u}/z}llfs tyf cltl/tm s[ofsnfkx?df ;xefuL x'g] cle?rLnfO{ ;xof]u ug]{ .

%= abdf;L tyf k|ltsf/ af/] l/kf]l6{E tyf k|lts[of gLlt / sfo{ljkLx?

V: POLICIES AND PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING AND RETALIATION

;"/lifft l;sfO{ jftfj/0fnfO{ ;xof]u ug{, Jf':6/ kIAAns :s"nsf] abdf;L cyjf k|ltsf/ k|ltj]bg k|fKt ug]{ / To:sf] k|lts[of lbg :s"nsf gLlt tyf sfo{ljkLx? 5g\ h:n] :s"n ;d'bfosf ;b:ox? h:t} ljBfyL{, cleefjs / :s"n sd{rf/L, pgLx?n] ha abdf;Lsf 36\gf 36\5g\ ta

s] x'G5 eGg] af/]df yfxf kfp“5g (kl/lzi6fídf x]g'{xf];\). xfdL klxrgf u5f} { ls s]xL ljBfyL{x? hflt, lnË, j0f{, wd{, k'vf{, /fli6«o pTklQ, ;fdflhs, cfly{s cj:yf, 3/af/ljxLgtf, z}lfs :t/, lnË klxrgf cyjf cleAoltm, zf/Li/s agfj6, ue{jtl cyjf cleefjsn] :ofxf/-';f/ ub}{ u/]sf] cj:yf, n}lËs cled'lvs/0f cyjf dfgl;s, zf/Li/s, ljsf; cyjf ;+j]ufTds ckfËtf cyjf hf] Aoltnm] pNn]lvt\ liz]iftfx?dWo] Ps jf Ps eGbf a9L cj:yfnfO{ k|ltlgwTj u5{ plgx? vf; lrf/, abdf;L, pITk8g\ tyf lh:SofO{sf 36\gfaf6 a9L hf]lvdk"0f{ cj:yfdf x'g ;S5g\ . of]hgfn] k|ltj]bg tof/ ePkl5 36\gfaf/] sd{rf/Ln] l/kf]l6{Ë ug]{, k|ltj]bg (uf]Ko k|ltj]bg ;d]t\ s;/L agfOG5 eGg] af/] ljBfyL{ tyf cleefjs;+u ;"rgf cfbfg-k|bfg ug]{, lk|IG;kn cyjf k|zf;lgs kbsf Aoltnm, cyjf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltnmx? Hfa lk|IG;kn cyjf ;xos lk|IG;KFNF :jod\ abdf;Lsf 36gfd ;+nUg ePsf x'G5g\ cyjf :s"n sld6L cyjf tf]lsPsf Aoltnm ha ;'kl/G6]G8]G6 To:tf] 36gfd ;+nUg x'G5\ kfngf ug{'kg]{ k|s[ofs] ljt[t\ sfo{ljlwL af/] AofVof u5{ .

P= abdf;L tyf k|ltsf/ l/kf]l6{Ë

A. Reporting Bullying or Retaliation

sd{rf/L, ljBfyL{, cleefjs, ;+/lfs cyjf cGon] Afbd;L tyf k|ltsf/ af/] k|ltj]bg df}lvs tyf lnvt ?kdf ug{ ;S5g\ . ;a} df}lvs k|ltj]bgx?nfO{ j':6/ klAns :s"n k|zf;ssf] abdf;L /f]syfd tyf sfo{jfxL k|ltj]bg kmf/d dfkm{t lnvt ?kdf clgjfo{ clen]v ug{'k5{ (kl/lzi6fídf x]g'{xf];\). ;xos lk|IG;kn cfs|ds ePdf ljBfyL{ tyf sd{rf/Ln] lk|IG;knnfO{ va/ ug{'k5{ . lk|IG;kn cfs|ds ePdf ;'kl/6]G8]06nfO{ / ;'kl/6]08]06 g} cfs|ds ePdf :s"n sld6Lnfo{ va/ ug{'k5{ . sd{rf/Ln] s'g} k|sf/sf] b'Jo{jxf/ tyf abdf;L ePsf] b]v]df lk|IG;kn jf k|zf;lgs AoltnmfO{ va/ ug{'kg]{ x'G5 . ljBfyL{, cleefjs cyjf ;+/lfs jf cGo AolTfmox? Hff] :s"n cyjf lhNnf sd{rf/L ;b:o xf]Ogg\ plgx?n] lbPsf] va/ uf]Ko /fVg ldN5 .

ljBfyL{, cleefjs, ;+/lfs cyjf cGo Aoltnmx? Hff] :s"n cyjf lhNnf sd{rf/L ;b:o xf]Ogg\ plgx?n] uf]Ko ?kdf k|ltj]bg agfp“g ;S5g\ . j':6/ klAns :s"nn] Ps ;dlk{t\ kqfrf/

7]ufgf (:s"n ;"/lff sfof{no, @) O{le{ Ÿ l:6«6, sf]7f gDa/ !!), km\ofS; gDa/ (%)*-&((-#!&#) / l/kf]{l6Ÿ k|of]hgsf] nflu Pp6f O{d]n 7]ufgf reportbullying@worcesterschools.net :yfkgf u/]sf] 5 . s;}nfO{ abdf;L sfo{ l/kf]{l6Ÿ ug{ cle?RFL ePdf “abdf;L 36gf uf]Ko l/kf]{l6Ÿ nfOg” (Anonymous Bullying Reporting Line) sf] %)*-&((-#\$&@ df kmf]g ug{ ;Sg' x'g]5 .

36gf l/kf]{l6Ÿ kmf/dsf] k|of]u Pp6f l/kf]{l6Ÿ ;t{sf] ?kdf cfjZos kb}{g . t/klg k|To]s :s"n lk|IG;kn cyjf k|zf;lgs Aoltnmn] 36gf l/kf]{l6Ÿ kmf/d k"/f ug{ cfJfZos 5 / ljbfyL{, sd{rf/L, cleefjs cyjf cGo >f]tx?af/] k|To]s abdf;L 36gfd k|zf;lgs abdf;L /f]syfd lk|IG;kn cyjf k|zf;lgs Aoltnmn] eg{ cfjZos 5 . ;fy}, k|To]s :s"nn]M != 36gf l/kf]{l6Ÿ kmf/dsf] Ps k|lt ljbfyL{ / cleefjs;/+/lfssf] Kofs]6df ;+nUg ug]{5g\ .

@= :s"nsf] d"Vo sfof{no, k/fdz{ ;]jf sfof{no, :s"n g;{ sfof{no / lk|IG;kn tyf k|zf;lgs Aoltnmn] lgwf{/0f u/]sf :yfgx?df pknAw u/fp“g]5g\ .

#= lhNnfsf] j]a;fO{6 (worcesterschools.org/bullying-prevention) df /fVg]5g\ / k|To]s :s"nsf] j]a;fO{6df pknAw u/fp“g]5g\ .

k|zf;lgs abdf;L /f]syfd tyf 36gf /f]syfd l/kf]{l6Ÿ kmf/d k|foM ;a} efiffsf ljbfyL{, cleefjs tyf ;+/lfssf] dfq[efiffdf pknAw x'g] Joj:yf ldnfOg]5 .

k|To]s z}llfs ;qsf] ;?df j':6/ k|Ans :s"nn] :s"n ;d'bfo, k|Zflfs, k|zf;s, :s'n g;{ rd]gfu[xsf sfdbf/, a; rfn, v]ns'b k|zlfs, ctl/tm s[ofsnfk ;Nnfxsf/, Jofj;foLs Aoltnmx?, ljbfyL{ tyf cleefjsx?nfO{ abdf;L tyf k|ltsf/ sfo{sf] l/kf]{l6Ÿ ;DalGw gLltsf] lnvt ?kdf ;"rgf k|bfg ug]{5 . lk|IG;kn cyjf k|zf;lgs Aoltn / ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltn ha lk|IG;kn cyjf ;xfos lk|IG;kn slyt cfs|d0fsf/L 5g\ cyjf :s"n sld6L cyjf Aoltn ha ;'kl/G6]G8]G6 slyt cfs|d0fsf/L 5g\, ltgLx?sf] gfd tyf ;Dks{ ;"rgf ;lxt l/kf]{l6Ÿ sfo{ljqwL tyf >f]tnfO{ ljbfyL{ tyf sd{rf/L xft] k'l:tsf, :s"n tyf j':6/

kIAns :s"n j]a;fO{6 - worcesterschools.org/bullying-prevention) / cleefjs tyf ;+/lfssf]
nflu pknAw u/fOg] ;"rgfdf ;dfj]; ul/g]5 .

!=sd{rf/Låf/f l/kf]{l6

1. Reporting by Staff

sd{rf/L ;b:o ha pm/pgL ;flfLsf] ?kdf 5g\ / 36gf abdf;Lsf] sf/0fn] jf k|ltsf/sf]
efjgfn] ePsf] xf] eGg] af/]df hfgsf/ 5g\, n] tTsfn IGfDg Aoltx?nfO{ l/kf]{6
ug]{5g\M lk|IG;kn cyjf k|zf;lgs Aoltm, ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm ha
lk|IG;kn cyjf ;xfo s lk|IG;kn slyt cfs|d0fsf/L 5g\ cyjf :s"n sld6L cyjf tf]lsPsf]
Aoltm ha ;'kl/G6]G8]G6 slyt cfs|d0fsf/L 5 eg] .

lk|IG;kn tyf k|zf;lgs Aoltm cyjf ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm ha lk|IG;kn
cyjf ;xfo s lk|IG;kn slyt cfs|d0fsf/L 5g\ cyjf :s"n sld6L cyjf tf]lsPsf] Aoltm ha
;'kl/G6]G8]G6 slyt cfs|d0fsf/L 5, nfO{ l/kf]{6 ug]{ cfjZostfnfO{ Jojxf/hGo cyjf
cfr/0fhGo 36gf hf] Jojxf/hGo Joj:yfkg tyf cg'zf;gsf] :s"n tyf lhNnfsf] gLit;+u
Ps?ktf sfod /fVb5, nfO{ sd{rf/L ;b:osf] clwsf/ l;ldt ub{g . of] k|s[of lzifs l;kmfl/;
cyjf sfof{no cg'zf;g l;kmfl/; kmf/d cyjf abdf;L 36gf k|ltj]bg kmf/d (kl/lzi6f1df
x]g'{xf];\ k'/f u/L cleofg ;'? ug]{ ;lsG5 .

@= ljBfyL{, cleefjs, ;+/lfs tyf cGosf] l/kf]l6

2. Reporting by Student, Parents or Guardians and Others

:s"n tyf lhNnfn] ljBfyL{, cleefjs jf ;+/lfs cyjf cGo hf] 36gfsf ;flfL 5g\ cyjf abdf;L
cyjf k|ltsf/ 36gfsf pbfx/0fx? hxf" ljBfyL{ cyjf :s"nsf sd{rf/L ;+nUg ePsf x'G5g\
To:sf] af/]df ljBfyL{, cleefjs tyf ;+/lfsx? hf] hfgsf/ 5g\ plgx?n] :s"n lk|IG;kn cyjf
k|zf;sLo Aoltm, ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm ha lk|IG;kn cyjf ;xfo
lk|IG;kn slyt cfs|d0fsf/L 5g\ cyjf :s"n sld6L cyjf tf]lsPsf] Aoltm ha
;'kl/G6]G8]G6 slyt cfs|d0fsf/L 5, nfO{ va/ ug{] s'/fsf] ck]lff u/]sf]] 5 . va/ uf]Ko
x'Gf ;S5, t/ uf]Ko va/sf] cfwf/df dfq} slyt cfs|d0fsf/L lj?4 cg'zf;gsf] sfo{jfxL ul/g]

5}g . IjBfyL{, cleefjs, ;+/lfs tyf cGon] sd{rf/L;+u Inlv k|ltj]bg eg{ ;xof]ust] nflu cg'/f]w ug{ ;S5g\ . IjBfyL{nfO{ Pp6f sd{rf/L;+u cyjf lk|IG;kn cyjf k|zf;lgs Aoltm cyjf lk|IG;kn cyjf ;xfos lk|IG;kn slyt cfs|d0fsf/Lsf] ?kdf /x]sf] x'G5 To:tf] a]nfdf ;'kl/G6]G8]G6 cyjf tf]lsPsf] sd{rf/LnfO{ 36gfsf] va/ ug{ / 5nkmn ug{ Jojxfl/s, ;"/llft, lghL tyf pd]/ pko'tm tl/sf k|bfg ul/G5 .

Ia= abdf;L tyf k|ltsf/ k|ltj]bgdf k|lts[of-Ps IjBfyL{åf/f abdf;L cf/f]k
B. Responding to a report of bullying or Retaliation-Allegations of Bullying by a Student

!= ;"/lff (Safety)

Af\bd;L tyf k|ltsf/sf] Kf"0f{ cg';Gwfg x'g' eGbf klxn] lk|IG;kn tyf k|zf;lgs Aoltn] slyt kLI8t\lfO{ ;"/lffsf] dx'; ug]{ u/L cyjf eljiode x'g;Sg] ;Defljt cfs|d0faf6 kLI8t\lfO{ arfp"g ;"/lff 36gf d"Nofigsf] sfo{jfxL cuf8L a9fp"g]5 . ;"/lff Joj:yf clej[l4 ug{ Aoltnut\ ;"/lff of]hgfsf] lgdf{0f ug]{, kLI8t\ cyjf lk8sn] klxn] lgwf{0f ul/Psf]] slff sf]7f l;6, ef]hg cyjf a;df l;6sf] Joj:yfkg ug]{ h:n] cfkm'nfO{ Pp6f ;"/lff Aoltnsf] ?kdf dx'; ub{5g\ . kLI8t\sf] ;do tflnsf / kLI8t\ kx"rdf kl/jt{g u/] . lk|IG;kn cyjf k|zf;lgs Aoltn] ;"/lff Joj:yf clej[l4 ug{ cfjZostf adf]lhd cg';Gwfg e}/x]sf] ;do cyjf ;f] k15 cfjZos sbd rfNg]5g\ .

@= cGonfO{ ;"rgf lbg] bfloTj (Obligations to Notify Others)

s= cleefjs cyjf ;+/lfsnfO{ ;"rgf (Notice to parents or guardians)
abdf;L cyjf abnfsf] 36gf ePsf] lgwf{0f ePkI5 lk|IG;kn cyjf k|zf;lgs Aoltn] kLI8t tyf lk8s IjBfyL{sf] cleefjs;/+/lfsnfO{ tTsf] ;"rgf lbg]5g\ / To:sf] k|lts[of sfo{jwL af/]df klg plgx?nfO{ ;"rgf lbg]5g\ . lk|IG;kn cyjf k|zf;lgs Aoltn] cleefjs cyjf ;+/lfsnfO{ cg';Gwfg ug{'eGbf cufj} ;Dks{ ug{;Sg] kl/l:ytL cfp"g ;S5 . ;"rgf /fHosf] ^) # l; Pd cf/ \$(=)) lgodfjnL (State Regulations at 603 CMR 49.00)cg';f/ ldnbf] x'g]5 .

v= cGo :s"n tyf lhNnfnfO{ ;"rgf (Notice to Another School or District)

olb va/ ul/Psf] 36gfd Ps eGbf a9L lhNnf :s"n, clwsf/ kq kfPsf rf6{/_ :s"n, u}/
 ;fj{hlgs :s"n, l:js[t k|fKt lghL lJz]if lzlf lbj; cyjf cfjfl;o :s"n cyjf ;xsfo{ ug{} :s"nsf
 ljBfyL{x?sf] ;+nUgtf 5 eg] lk|IG;kn cyjf k|zf;lgs Aoltnmn] ;a}eGbf klxn] 36gfsf]
 af/]df tTsfn cGo :s"nsf lk|IG;kn cyjf k|zf;lgs AoltnmfO{ kmf]gaf6 ;"lrl ug]{5g}\
 h:n] ubf{ k|To}s :s"nn] pko'tm sfo{jfxL ug{ ;Sg]5g\ . ;a} ;"rgf cfbsg-k|bfg /fHo
 tyf ;+3Lo uf]klgotf sfg"g tyf lgodfjnLx? Tfyl ^)# l; Pd cf/ \$(=)) cg';f/ x'g]5 .

Uf= sfg"g sfot{Gjog ;"rgf (Notice to Law Enforcement)

abdf;L cyjf k|ltsf/ ;DalGw k|ltj]bg k|fKt eP kZrft\ s'g} klg ;dodf, cg';Gwfg kl5sf]
 ;do ;d]t, olb lk|IG;kn cyjf k|zf;lgs AoltnmfO{ kL8s lJ?4 ;hfo ug]{ sf/0f ;lxt
 ljZjfl:fnf]] cfwf/ 5 eGg] nfu]df lk|IG;kn cyjf k|zf;lgs Aoltnmn] :yfgLo sfg"g
 sfot{Gjog ug]{ lgsfonfO{ ;"rgf lbg ;Sg]5g . ;"rgf ^)# l;Pdcf/ \$(=)) sf] cfjZostf
 adf]lhd / :yfgLo sfg"g sfot{Gjog lgsfo;+u :yfkgf ul/Psf] ;Demf]tf adf]lhd x'g]5 .
 ;fy}, olb 36gf :s"nsf] d}bfgdf ePsf] xf] / To:df @! Jfif{ eGbf sd pd]/sf] k"]{
 ljBfyL{ ;+nUg ePsf] 5 / pm :s"ndf ljBfyL{sf] ?kdf egf{ ePsf] 5}g eg] lk|IG;kn
 cyjf k|zf;lgs AoltnmfO{ kL8s lJ?4 ;hfo ug{ sf/0f ;lxt ljZjfl:fnf]] cfwf/ 5 eGg]
 nfu]df :yfgLo sfg"g sfot{Gjog ug]{ lgsfonfO{ ;"rgf lbg ;Sg]5g\ . of] lgwf{/0f ug{
 of]hgf, nfu" ug]{ :s"n cyjf lhNnf / gLlt tyf sfo{ljlwL;+u ldNbf] x'g]u/L lk|IG;kn
 cyjf k|zf;lgs Aoltnmn] :s"n ;"/lff lgb]{zs / cGo Aoltnut\ / lk|IG;kn tyf k|zf;lgs
 AoltnmfO{ pko'tm nfu]sf AoltnmfO{ ;Dks{ ug{ ;Sg]5g\ .

I;= cg';Gwfg

C. Investigation

lk|IG;kn cyjf k|zf;lgs Aoltnmn] abdf;L cyjf k|ltsf/sf ;a} k|ltj]bgx?sf] cg';Gwfg
 k|ltj]bg k|fKt ePsf] @\$ 306f leq cyjf :s"n nfu]sf] csf]{ lbgdf ug]{5g\ / To;f] ubf{
 cf/f]ksf] k|s[lt tyf 36gfd ;+nUg Aoltnsf] pd]/ ;fy} yfxf ePsf ;a} ;"rgfx?nfO{ lrf/
 ug]{5g\ . cg';Gwfgsf] ;dodf lk|IG;kn cyjf k|zf;lso Aoltnmn] ljBfyL{, sd{rf/L, ;flfL,
 cleefjs cyjf ;+/lfs / cfjZostf adf]lhd cGo;+u cGtjf{tf{ Ing]5g\ . lk|IG;kn cyjf

k|zf;Iso Aoltnn] slyt lk8s ljBfyL{, kLI8t\ / ;flfLnfo{ cg';Gwfgsf] dxTj, plgx?sf] jf:tljs bfloTj / k|ltsf/nfO{ 7f]; ?kdf lgif]w ul/Psf] / o:n] cg'zf;g sfo{jfxL glthfsf] kl/0ffd lg:sg ;S5 eg]/ ;Demfp“g]5g\ . lk|IG;kn cyjf k|zf;Iso Aoltnm cyjf plgx?n] tf]s]sf cGo sd{rf/L ;b:ox?n] :s"n sfplG;n/;+u ;Dks{ ub{} pko'tm ?kdf cGtjf{tf{x? ;~rfng ug]{5g\ .

Jojxf/s ?kdf ;Dej eP;Dd / lji foa:t'df cg';Gwfg tyf ;Daf]wg ug]{ bfloTj lbOPdf lk|IG;kn cyjf k|zf;Iso Aoltnn] cg';Gwfg k|s[ofs] ;dodf uf]klgotf sfod /fVg]5g\ . lk|IG;kn cyjf k|zf;Iso Aoltnn] cg';Gwfgsf] lnvt clen]v sfod /fVg]5g\ (k|zf;ssf] abdf;L /f]syfd tyf 36gf sfo{jfxL k|ltj]bg kmf/d-kl/lzi6f\ . olb cfjZos k/]df lk|IG;kn cyjf k|zf;Iso Aoltnn] cg';Gwfgsf] af/]df sfg"gL k/fdz{ ug{]5g\ . abdf;L tyf k|ltsf/ ;DalGw l/kf]6{ cg';Gwfg ug]{ sfo{ljlwL j':6/ k|Ans :s"nsf] cg';Gwfg ug]{ gLlt tyf sfo{ljlwL adf]lhd x'g]5 .

I8= Ig?k0f

D. Determinations

lk|IG;kn cyjf k|zf;Iso Aoltnn] ;a} tYo / kl/l:ytLx?df cfwfl/t 36gfsf] lg?k0f ug]{5g\ . olb cg';Gwfg kZrft\ abdf;L cyjf k|ltsf/ ePsf] k'li6 ePdf lk|IG;kn cyjf k|zf;Iso Aoltnn] plrt ?kdf 36gfsf] k'g/fj]lQ /f]Sg / kLI8t ljBfyL{ :s"ndf ;xefuL x'g cyjf :s"nsf] s[ofsnfkaf6 kmfO{bf Ingaf6 alGrt ul/Psf] 5}g eGg] s'/f z'lglZrGt\ ug{ cfjZos sbd rfNg]5g . lk|IG;kn cyjf k|zf;Iso Aoltnn]M

(!_ olb ePdf, s:tf] pkrf/FTds sfo{jfxLsf] cfjZostf kb{5 eg]/ lgwf{/0f u5{g\ . (@_ s:tf] k|lts[ofTds sfo{jfxL cyjf cg'zf;g sfo{jfxLsf] cfjZostf 5 eg]/ lgwf{/0f u5{g\ . lk|IG;kn cyjf k|zf;Iso Aoltnn] kl/l:yldf cfwfl/t s'g} ;fdflhs cyjf efjgfTds d'4fdf cGtlg{lxt\ lji fo h:n] abdf;L Jojxf/ ug{ of]ubfg k'ΛofPsf] 5 To:nfO{ klxrg ug{ / plgx?sf] cltl/tm ;fdflhs ;Lk ljsf;sf] nflu cfjZos tx cg';f/ d"Norlg ug{ ljBfyL{ lzlf\ (x?) cyjf :s"n sfplG;n/ cyjf kLI8t jf kL8ssf cleefjs/;+/lfsx?;+u ;Dks{ ug{ ;S5g\ . lk|IG;kn cyjf k|zf;Iso Aoltnn] @\$ 306f leq cyjf :s"n labf ePsf] csf]{ lbg

cg';Gwfg glthf af/]df kLI8t tyf lk8ssf cleefjs cyjf ;+/lfsnfO{ ;"lrt ug]{5g\ . olb
 abdf;L cyjf k|lts[of :j?k sfo{ ePsf] e]l6Pdf abdf;L tyf k|ltsf/sf cGo sfo{af6 /f]Sg
 s:tf] sfo{jfxL ul/"b}5 eGg] af/]df klg ;DaIGwt\ cleefjsnfO{ ;"lrt ul/G5 . ;a} ;"rgfx?
 /fHo cyjf ;+3Lo uf]klgotf ;DaIGw sfg"g tyf lgodx?;+u d]n vfg' k5{ . ljBfyL{sf]
 clen]v uf]klgotf ;DaGwL sfg"g adf]lhd lk|IG;kn cyjf k|zf;lso Aoltnm] kLI8t
 ljBfyL{sf] cg'zf;g sfo{jfxL ug]{ af/], 6f9} a:Gf] cfb]z (Stay away order) hf/L geP;Dd
 cyjf cGo lgb]{zgx? h:df kLI8tn] lx+;fsf] l/kf]6{ ug{ ;r]t\ x'gsf] nflu
 cleefjs;/+/lfsnfO{ ljzzi6 k|sf/sf ;"rgfx? pknAw u/fp"g kfp"b}gg\ .

- **abdf:fL pk/ k|lts[of** (Response to bullying)

O{= j':6/ kIAns :s"nn] ;a} ljBfyL{sf] :j:Yo tyf ;"/lft l;sfO{ jftfj/Of ;"lgIzrt\ ug{
 abdf;L /f]syfd tyf sfo{jfxLsf] ;s[o b[li6sf]0fdf cfs|d0fsf/Lsf] kl/jlt{t\ Jojxf/x? ;dfj]z
 u/]sf] 5 .

E. The Worcester Public Schools proactive approach to bullying prevention and intervention to ensure safe and secure learning environments for all students includes changing behaviors of aggressors)

!= cg'zf;gsf] sfo{jfxL ul/g]

1.Taking Disciplinary Action

olb lk|IG;kn cyjf k|zf;lso Aoltnm] cg'zf;gsf] sfo{jfxL pko'tm 5 eGg] lg0f{o u5{g\ eg]
 cg'zf;gsf] sfo{jfxL lk|IG;kn cyjf k|zf;lso Aoltnm] cg';Gwfg u/]sf] tYo, cfr/Of
 k|s[lt, ;+nUg ePsf] ljBfyL{sf] pd]/ / pko'tm Jojxf/ lzlf0f;+u} pQ/bfloTj ;Gt'ng
 ug'{ kg]{ cfjZostf ;d]tsf] cfwf/df ul/g]5 . cg'zf;g j':6/ kIAns :s"nsf] of]hgf tyf
 cfrf/-;+lxtf;+u d]n vfg]5 . xfdL ;+3Lo sfg"gdf ckfEt ePsf Aoltnmx?sf] nflu lzlf
 ;'wf/ P]g (Individuals with Disabilities Education Improvement Act-IDEA) df elgP adf]lhd
 ckfEt ePsf] ljBfyL{sf] cg'zf;g sfo{ljlwL lgb]{lzsfsf] cg';/Of ug]{5f}+ . abdf;L
 sfo{jfxL :j?k k|lts[of lbg j':6/ kIAns :s"nn] kl/0ffdx?sf] l;df hxf" ;ljwf, gh/aGb,

lgnDag, ;"/lff s]Gb| l;kmfl/;, aflx/L lgsfo l;kmfl/;, ;fd'bfoLs ;]jf jf cfs|d0fsf/L
sfo{jfxL of]hgf ljsf; h:df z}llfs cjojx? ;dfj]z ul/Psf x'G5g\, cflbnfO{ ljsf/ ug]{5 .

@= ;Lk ljsf; ub}{ pko'tm Jojxf/x/sf] lzlf0f

2.Teaching Appropriate Behavior through Skills-Building

cfs|d0fsf/L /f]syfd of]hgfsf] z}llfs cjojx?df ;Lk ljsf; ;sf/fTds Jojxf/ sfo{jfxL tyf
;xof]u sfo{s|d, bf];|f] r/0f, cfb/ ug]{ r/0fx? tyf :jf:Yo lzlf] ub}{ pko'tm Jojxf/sf]
nflu lgb]{zg jf/cyjf cfs|d0fsf/L /f]syfd a}7s ;dfj]z x'g ;S5g\ . lk|IG;kn cyjf k|zf;Iso
Aoltnn] ljsf/ ug{ ;Sg] cGo ;Lk ljsf; b[li6sf]0fx? lgDg adf]lhd ;dfj]z 5g\M

- :s"n/lhNnfssf] abdf;L /f]syfd kf7\os|ddf cfwfl/t a}oltnut\ ;Lk ljsf; ;q k|bfg
ug]{
- lgb]{zg sfplG;n/ cyjf cGo pko'tm :s"nsf Aoltnx?;+u k/fdz{ u/L Aoltnut\
jf ;fd'lxs ?kdf ljBfyL{nfO{ ;fGble{s z}llfs s[ofsnfkx? k|bfg u/] .
- ljBfyL{nfO{ plgx?sf] nlo xfl;n ug{ ;fdflhs ;dy{g tl/sfx?sf] z}llfs tyf u}/
z}llfs ;sf/fTds Jojxf/ ;xof]ux? sfof{Gjog ug]{ .
- cleefjssf] ;xof]udf ;+nUg x'g / abdf;L lj?4sf] kf7\os|d ;'b[li9s/0f / 3/df
;fdflhs ;Lk ljsf; s[ofsnfk ug{ cleefjs tyf ;+/lfsx?;+u a}7s ug]{ .
- ljlzi6 ;fdflhs ;Lk ljsf; ug{df s]Gb|t Jojxf/hGo of]hgfx? clEsf/ ug]{
- d"Nofigsf] nflu l;kmfl/; ug{}

olb lk|IG;kn cyjf k|zf;Iso Aoltnn] ljBfyL{n] abdf;L cyjf k|ltsf/ af/] hfgfhfg unt
cf/f]k nufPsf] 5 eg] lgwf{/0f ub{5g\ eg] Tof] ljBfyL{ cg'zf;gsf] sfo{jfxLdf kg{ ;S5

#= kLi8t tyf cGosf] nflu ;"/lffnfO{ a9fjf lbg]

3.Promoting Safety for the Target and Others

lk|IG;kn cyjf k|zf;Iso Aoltnmn] :s"n jftfj/0f, olb s]xL 5g\ eg], kLI8t\ tyf cGosf] ;"/lffsf] efjnfO{ clej[l4 ug{ s:tf] ;dfof]hgsf] cfjZostf 5 eg]/ lirf/ ug]{5g\ . lk|IG;kn cyjf k|zf;Iso Aoltnmn] k|of]u ug{ ;Sg] Pp6f /0fgLlt eg]sf] ;+s|d0fsfnLg ;dodf abdf:fL x'g] / x'g ;Sg] :yfgx?df o'jfsf] ;'k/Lj]lf0fdf j[l4 ug'{ xf] . bf];f], k|To]s ljBfyL{ hf] kLI8t e}x]sf] 5 egL k'li6 ePsf] x'G5, p;sf] nflu "Ps ljBfyL{ kLI8t\ sfo{jfxL of]hgf" (Student Target Intervention Plan) sfof{Gjog ul/g]5 (kl/lzi6f\) . ;wf/fTds cyjf/jf cg'zf;gfTds sfo{jfxL cfb]zsf] kfngf ub}{ lk|IG;kn cyjf k|zf;Iso Aoltnmn] kLI8t;+u e}x]sf] ;Dks{af6 Toxf" s'g} lgif]w ul/Psf] cfr/0fsf] k'g/fj[!Q e}x]sf] 5 / Toxf" s'g} ;xof]uL pkfox?sf] cfjZostf 5 eGg] s'/fdf :fDks{ sfod /fVg]5g\ . olb To;f] xf] eg] lk|IG;kn cyjf k|zf;Iso Aoltnmn] pko'tm :s"n sd{rf/L;+u ltgLx?nfO{ tTsfn sfof{Gjog ug{ sfo{ ug]{5g\ .

Pkm= sd{rf/LnfO{ abdf;Lsf] cf/f]k nfu]df-abdf;L k|ltj]bg pk/ k|lts[of

F. Responding to a Report of Bullying or Retaliation-Allegations of Bullying by School Staff

Jf:6/ kIAns :s"nn] s;/L :s"nx?n] ;"/lff of]hgf, cleefjs cyjf ;+/lfs / cGo ;"rgf, cg';Gwfg / k|lts[ofnfO{ hjfkm lbGf]5 eGg] s'/f ;Daf]wg ug{ gLlt tyf sfo{ljlwL ljsf; u/]sf] 5 . xfn ePsf gLlt tyf sfo{ljlwLx?n] :s"n sd{rf/Lsf] l:jsf/ ug{ g;lsg] cfr/0fnfO{ ;Daf]wg u/]sf] 5 . lk|IG;kn cyjf tf]lsPsf Aoltn cyjf ;'kl/G6]G8]G6 ha lk|IG;kn cyjf ;xfos lk|IG;kn slyt\ cfs|d0fsf/L 5g\eg] cyjf :s"n sld6L cyjf tf]lsPsf Aoltnmx? Hfa ;"kl/G6]G8]G6 slyt\ cfs|d0fsf/L 5g\eg] plgx?n] cg';Gwfgsf] dxTjaf/] cf/f]lkt sd{rf/LnfO{ ;Demfp"g]5g\, plgx?sf] bfloTj :fTo x'Gf'k5{ / s;)sf] lj?4df k|ltsf/ h:n] abdf;Lsf] va/ u5{ cyjf cGf';Gwfg e}x]sf] a]nf abdf;Lsf] ;"rgf k|bfg u5{, To;nfO{ s8fO{sf ;fy lgif]w ul/g]5 / o:n] cg'zf;gsf] kl/0ffd Nofp"g]5 .

!= ;"/lff

1. Safety

slyt\ abdf;L cyjf k|ltsf/sf] k"0f{ ?kdf cg';Gwfg ug'{eGbf klxn] lk|IG;kn cyjf
 k|zf;lgs Aoltm cyjf ;'kl/G6]G8]G6 ha lk|IG;kn cyjf ;xfos lk|IG;kn slyt\
 cfs|d0fsf/L 5g\ eg] cyjf :s"n sld6L cyjf tf]lsPsf Aoltx? Hfa ;"kl/G6]G8]G6
 slyt\ cfs|d0fsf/L 5g\ eg] kLI8t pk/ ;Defljt cfs|d0f x'gaf6 /f]Sg ;"/lffsf] efjgf
 k'g:yf{kgf ug{ d"Noflgsf sbd rfNg]5g\ . ;"/lffnfO{ Joj:yf a9fp"g hjfkmL k|lts[ofdf
 Aoltxut\ ;"/lff ofjhgf ;dfj]; x'g;S5\, t/ oltd} l;ldt x'g]5}g\ . lk|IG;kn cyjf k|zf;lgs
 Aoltm cyjf ;'kl/G6]G8]G6 ha lk|IG;kn cyjf ;xfos lk|IG;kn slyt\ cfs|d0fsf/L 5g\
 cyjf :s"n sld6L cyjf tf]lsPsf Aoltx?Nf] cfjZostf adf]lhd cg';Gwfg e}/x]sf] ;do
 cyjf cg';Gwfg kl5 ;"/lffnfO{ j[l4 ug{ cltl/tm sbd rfNg]5g\ . lk|IG;kn cyjf k|zf;lgs
 Aoltm cyjf ;'kl/6]G8]G6 cyjf tf]lsPsf Aoltm cyjf :s"n sld6L cyjf tf]lsPsf
 Aoltx?n] ljBfyL{ hf] abdf;L cyjf k|ltsf/sf] 36gfd ;+nUg x'G5, ljBfyL{ hf]
 abdf;L tyf k|ltsf/sf] ;flfL 5, ljBfyL{ h:n] cg';Gwfgsf] ;dodf ;"rgf k|bfg u5{, cyjf
 ljBfyL{ hf];+u va/ ul/Psf] abdf;L cyjf abnfsf] sfo{df e/kbf]{ ;"rgf 5, To:fnfO{
 abdf;L tyf k|ltsf/sf] 36gfaf6 /f]Sg pko'tm /0fgLltx? sfo{Gjog ug{]5g\ .

@=cGonfO{ ;"rgf lbg] bfloTj

2.Obligations to Notify Others

P= cleefjs cyjf ;+/lfsnfO{ ;"rgfM

a. Notice to Parents or Guardians

abdf;L cyjf k|ltsf/ ePsf] 5 eGg] lgwf{/0f ePkI5 lk|IG;kn cyjf k|zf;lgs Aoltm jf
 ;'kl/6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltn] kLI8t
 Joltmsf] cleefjs cyjf ;+/lfsnfO{ To:sf] sfo{jfxL] sfo{ljlwLaf/] tTsfn ;"rgf lbg]5g\ .
 lk|IG;kn cyjf k|zf;lgs Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L
 cyjf tf]lsPsf] Aoltn] cleefjs cyjf ;+/lfsnfO{ s'g}klg cg';Gwfg ug{' eGbf klxn]
 ;Dks{ ug{ ;Sg] kl/l:ylt x'g cfpg ;S5 . ;"rgf /fHosf] ^)# l; Pd cf/ \$(=)) lgodfjnL ;+u
 d]n vfg' kg]{5} .

Ia= cGo :s"n jf lhNnfnfO{ ;"rgf

b. Notice to Another School or District

olb l/kf]6{ ul/Psf] 36gfd PseGbf a9L lhNnf :s"n, clwsf/ kq kfPsf rf6{/_ :s"n, u}/ ;fj{hlgs :s"n, l:js[t k|fKt lghL ljz]if lzlf lbg jf cfjfl;o :s"n cyjf ;xsfo{ ug{} :s"nsf ljBfyL{x?sf] ;+nUgtf 5 eg] lk|IG;kn cyjf k|zf;lgs Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnm] ;a}eGbf klxn] 36gfsf] af/]df ;DalGwt\ :s"nsf lk|IG;kn cyjf k|zf;lgs AoltnmfO{ kmf]gaf6 tTsfn ;"lrl\ ug]{5g\ h:n] ubf{ k|To]s :s"nn] pko'tm sfo{jfxL ug{ sbd rfNg ;Sg]5g\ . ;a} ;"rgf cfbfg-k|bfg /fHo tyf ;+3Lo uf]klgotf sfg"g tyf lgodfjnLx? Tfyl ^)# l; Pd cf/ \$(=)) cg';f/ x'g]5 .

I:= sfg"g sfof{Gjog ;"rgf

c. Notice to Law Enforcement

abdf;L cyjf k|ltsf/af/] k|ltj]bg k|fKt u/] kZrft\ s'g} klg ;dodf, cg';Gwfg k|5sf] ;do ;d]t, olb lk|IG;kn cyjf k|zf;lgs Aoltm jf ;'kl/6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L cyjf tf]lsPsf] AoltnmfO{ lk8s lj?4 ck/fw ;hfo ug]{ sf/0f ;lxt ljZjfl:fnf]] cfwf/ 5 eGg] nfu]df lk|IG;kn cyjf k|zf;lgs Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnm] :yfgLo sfg"g sfof{Gjog ug]{ lgsfonfO{ ;"rgf lbg]5g\ . ;"rgf ^)# l; Pd cf/ \$(=)) adf]lhd / :yfgLo sfg"g sfof{Gjog lgsfo;+u :yfkgf ul/Psf] ;Demf}tf adf]lhd x'g]5g\ . ;fy}, olb 36gf :s"nsf] d}bfgdf ePsf] xf] / To:df @! Jfif{ eGbf sd pd]/sf] k"j{ ljBfyL{ ;+nUg ePsf] 5 / hf] :s"ndf ljBfyL{sf] ?kdf egf{ ePsf] 5}g eg] lk|IG;kn cyjf k|zf;lgs Aoltm jf ;'kl/6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnm] lk8s lj?4 ;hfo ug{ sf/0f ;lxt ljZjfl:fnf]] cfwf/ 5 eGg] nfu]df :yfgLo sfg"g sfof{Gjog ug]{ lgsfonfO{ ;"rgf lbg ;Sg]5g\ . of] lgwf{/0f ug{ of]hgf, nfu" ug]{ :s"n cyjf lhNnf / gLit tyf sfo{jwL;+u ldNbf] lk|IG;kn cyjf k|zf;lgs Aoltnm] :s"n z"/lff :fDks{ Aoltm / cGo Aoltnut\ tyf lk|IG;kn tyf k|zf;lgs Aoltm jf ;'kl/6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltm h:nfO{ pko'tm nfUb5, ;Dks{ ug]{5g\ .

Uf= cg';Gwfg

C. Investigation

Ik|IG;kn cyjf k|zf;lgs Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnm] abdf;L cyjf k|ltsf/sf ;a} l/kf]6{x?sf] cg';Gwfg k|ltj]bg k|fKt ePsf] @\$ 306f leq cyjf :s"n nfu]sf] csf]{ lbgdf ug]{5g\ / To;f] ubf{ cf/f]ksf] k|s[lt tyf 36gfd ;+nUg Aoltmsf] pd]/ ;fy} yfx ePsf ;a} ;"rgfx?nfO{ lrf/ ug]{5g\ .

cg';Gwfgsf] ;dodf Ik|IG;kn cyjf k|zf;lso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnm] cGo s'/fx? dWo] ljbfyL{, sd{rf/L, ;flfL, cleefjs cyjf ;+/lfs / cfjZostf adf]lhd cGo;+u cGtjf{tf{ lng]5g\ . Ik|IG;kn cyjf k|zf;lso Aoltm, jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnm] slyt lk8s ljbfyL{, kLI8t\ / ;flfLnfo{ cg';Gwfgsf] dxTj, plgx?sf] ;"rgf ;To x'g'kg]{ bfloTj / k|ltsf/nfO{ s8f ?kdf lgif]w ul/Psf] / o:n] cg'zf;g sfo{jfxLsf] nflu glthf lg:sg ;S5 eg]/ ;Demfp“g]5g\ .

Ik|IG;kn cyjf k|zf;lso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltm jf lk|IG;kn cyjf k|zf;lso Aoltnm] lgwf{/0f u/]sf] cGo sd{rf/L ;b:ox?n] dfgj ;+zfwg Joj:yfks;+u ;Dks{ ub{} pko'tm ?kdf cGtjf{tf{x? ;~rfng ug]{5g\ . Jofjxfl/s ?kdf ;Dej eP;Dd / pgnfO{ ljifo:t' cg';Gwfg tyf ;Daf]wg ug]{ bfloTj lbOPdf lk|IG;kn cyjf k|zf;lso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnm] cg';Gwfg k|s[osf] ;dodf uf]klgotf sfod /fVg]5g\ . cg';Gwfgsf] lnvt clen]v sfod /fVg]5 (k|zf;ssf] abdf;L /f]syfd tyf 36gf sfo{jfxL l/kf]6{ ug]{ kmf/d-kl/lzi6f\ . olb cfjZos k/]df lk|IG;kn cyjf k|zf;lso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm cyjf :s"n sld6L cyjf tf]lsPsf Aoltnm] cg';Gwfgsf] af/]df sfg"gL k/fdz{ ug]{5g\ . abdf;L tyf k|ltsf/ ;DaIGw l/kf]6{ cg';Gwfg ug]{ sfo{ljlwL j':6/ klAns :s"nsf] cg';Gwfg ug]{ gLlt tyf sfo{ljlwL adf]lhd x'g]5 .

3= lg?k0f

D. Determinations

Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnn] ;a} tYo / kl/l:yltx?df cfwfl/t 36gfsf] lg?k0f ug]{5g\ . olb, cg';Gwfg kZrft\, abdf;L cyjf k|ltsf/ ePsf] k'i6L eof] eg] Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnn] plrt\ ?kdf 36gfsf] k'g/fj[IQ x'gaf6 /f]Sg / kLI8t\ :s"ndf ;xefuL x'g cyjf :s"nsf] s[ofsnfkaf6 kmfO{bf Ingaf6 alGrt ul/Psf] 5}g eGg] s'/f ;'lgIZrt\ ug{ cfjZos sbd rfNg]5g . Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnn] lgDg sfo{ ub{5gM !_ olb ePdf, s:tf] pkrf/fTds sfo{jfxL cfjZostf kb{5 eg]/ lgwf{/0f u5{g\ (@_ s:tf] k|lts[ofTds sfo{jfxL cyjf cg'zf;g sfo{jfxL cfjZostf 5 eg]/ lgwf{/0f u5{g\ .

Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnn] abdf;Lsf] 36gf 36]sf] @\$ 306fleq cyjf :s"n ;DkGg ePsf] csf]{ lbg cg';Gwfgsf] glthfsf] af/]df kLI8t tyf lk8ssf cleefjs cyjf ;+/lfsnfO{ ;"Irt ug]{5g\ . olb abdf;L cyjf To:sf] k|lts[of :j?k sfo{ ePsf] e]l6Pdf abdf;L tyf k|ltsf/sf cGo sfo{ x'gaf6 /f]Sg s:tf] sfo{jfxL ul/"b}5 eGg] af/]df klg ;DaGwt cleefjsnfO{ ;"Irt ul/G5 . ;a} ;"rgfx? /fHo cyjf ;+3Lo uf]klgotf sfg"g tyf lgodx?;+u d]n vfg' k5{ . Aoltmsf] clen]v /fVg] uf]klgotf ;DaGwL sfg"gL cfjZostfsf] sf/0fn] Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnn] kLI8t ljBfyL{sf] cg'zf;g sfo{jfxL ul/g] af/]df 6f9} a:Gf] cfb]z ("Stay away" order) hf/L geP;Dd cyjf cGo lgb]{zgx? h:df kLI8tn] lx+;f ePsf] l/kf]6{ ug{ ;r]t\ x'g cleefjs;/+/lfsnfO{ ljlzi6 k|sf/sf ;"rgfx? pknAw u/fp"g kfp"b}gg\ .

- **abdf:fL pk/ k|lts[of (Response to Bullying)**

j:6/ klAns :s"nsf]] ;a} ljBfyL{sf] nflu ;"/llft l;sfO{ jftfj/0f lgIZrt\ ug{ abdf;L /f]syfd tyf sfo{jfxLsf] ;s[o b[li6sf]0fdf cfs|d0fsf/Lsf] kl/jlt{t Jojxf/x? ;dfj]; x'G5g\ .

!= cg'zf;gsf] sfo{jfxL ul/g]

1.Taking Disciplinary Action

Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnmn] abdf;L 36gf l/kf]6{ kmf/d / k|zf;ssf] abdf;L 36gf l/kf]6{ kmf/d k7fp“g]5g\ h:n] dfgj ;+zfwg Joj:yfksnfO{ abdf;L ePsf] af/]df k'li6 x'G5 h:n] ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf AoltnmfO{, olb cfjZos k/]df, sfo{jfxLsf] nflu s] ug]{ eg]/ l;kmfl/; ug]{5g\ .

@= ;Lk Ijsf; ub}{ pko'tm Jojxf/x?sf] Izlf0f

2.Teaching Appropriate behavior through skills-building

s"g}klg sd{rf/L ;b:o hf] of] gLltn] lgif]w u/]sf cfr/0fx?df ;+nUg ePsf] elg lgwf{/0f ul/Psf 5g\, plgx?n] /f]huf/Ldf kmls{g' eGbf klxn] j':6/ klAns :s"n sd{rf/L ;xof]u sfo{s|d (l8o/ cf]PS; *^^ #@& @\$()) df ;Dks{ ug]{5g\ .

#= kLI8t tyf cGosf] nflu ;"/lffnfO{ a9fjf lbg]

3.Promoting Safety for the Target and Others

kLI8t ePsf] elg lgIzrt\ ul/Psf] Kf|To]s ljBfyL{df kLI8t\ ljBfyL{ sfo{jfxL of]hgf (Student Target Intervention Plan) (kl/lzi6f) sfof{Gjog ul/g]5 . o;df ;a} cleefjsx? ;+nUg x'g]5g\ / plgx?sf] 5f]/f/5f]/Lsf] kLI8t\ ljBfyL{ sfo{jfxL of]hgfsf] Ps k|lt hgfsf/L k|fKt ug]{5g\ . Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf Aoltm jf :s"n sld6L cyjf tf]lsPsf Aoltnmn], olb s'g} 5g\ eg], kLI8t\ nfO{ ;"/lff dxz'; x'g] / cGonfO{ klg :s"nsf] jftfj/0fdf s;/L ;dfof]hg ug]{ ;lsG5 elg lirf/ ug]{5g\ . Ik|IG;kn cyjf k|zf;Iso Aoltm cyjf ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm cyjf :s"n sld6L cyjf tf]lsPsf] Aoltnmn] k|of]u ug{;Sg] Pp6f /0fgLlt eg]sf] ejg leq cyjf lhNnfdf sd{rf/L ;b:o cyjf ljBfyL{nfO{ k'gdf{gfíg (reassign) ug{' xf] . lgwf{/0f ul/Psf] s'/f kfngf ub{} tyf pkrf/fTds tyf cg'zf;gfTds sfo{jfxLsf] cfb]z lb+b} Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf] Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnmn] Toxf“ s'g} lgif]w ul/Psf] cfr/0f k'g/fj[IQ t e}/x]sf] 5}g / lg/fs/0fsf] nflu yk ;xof]usf] cfjZos 5 ls 5}g eGg] s'/fdf kLI8t\;+u e}/x]sf ;Dks{x?nfO{ sfod /fVg]5g\ . olb To;f] xf] eg], Ik|IG;kn cyjf k|zf;Iso Aoltm jf ;'kl/G6]G8]G6 cyjf tf]lsPsf]

Aoltm jf :s"n sld6L cyjf tf]lsPsf] Aoltnmn] To;nfO{ tTsfn sfof{Gjog ug{ :s"nsf pko'tm Aoltnmx?;+u sfo{ ug]{5g\, sd{rf/L ;b:osf] k|ultlzn cg'zf;g ;d]t .

^= kl/jf/;+u ;xsfo{

VI: COLLABORATION WITH FAMILIES

kl/jf/sf] nflu >f]t / plgx?;+u v'nf ;~rf/ ;xsfo{sf cfjZos klfx? x'g\ . j':6/ klAns :s"nn] :s"n tyf lhNnfsf] abdf;L /f]syfd ug{ / To:f lj?4 sfo{jfxL ug{sf] nflu yk lfdtf ljsf; ug{ kl/jf/;+u glhs /x]/ sfo{ ug]{5 . kl/jf/;+u cfbfg-k|bfg ug]{ ;"rgf lgDg lf]qdf s]lGb|t\ x'g]5g\M s_ s;/L cleefjs tyf ;+/lfsn] 3/df kf7\os|dnfO{ ;'b[l9s/0f ug{ ;S5g\ / :s"n tyf lhNnfsf] of]hgfnfO{ s;/L ;xof]u ug{ ;S5g\ v_ abdf;Lsf] ultlzntf u_ ljB'lto (cgnfO{g) ;"/lff tyf ;fO{a/ abdf;L . cleefjs tyf ;+/lfsnfO{ k|To]s jif{ ljBfyL{ ;DalGwt\ ab;f:fL /f]syfd tyf sfo{jfxL of]hgf v08af/] ;a}eGbf a9L cleefjs tyf ;+/lfsn] af]Ng] efiffdf lnlv\ ?kdf ;"rgf klg lbOg]5 . ;xsfo{sf] nflu :s"n cyjf lhNnfsf] ljz]if b[li6sf]0fn] pd]/, hnjo', ;fdflhs cfly{t tTj, efiff lj1fg / ljBfyL{ tyf cleefjssf] ;f+:s[lts klx/gnfO{ Vofn ug]{5g\ .

P= cleefjs lzlf tyf >f]tx?

A. Parent Education and Resources

j':6/ klAns :s"nn] cleefjs;+/lfsf] nflu z]lfs sfo{s|d k|bfg u5{ h'g lhNnfn] k|of]u ug]{ abdf;L lj?4sf] kf7\os|d / ;fdflhs k|ltof]lutfTds kf7\os|d cleefjsLo cjojx?df s]lGb|t\ /xg]5 . oL sfo{s|dx? cleefjs ;"rgf s]Gb (Parent Information Center), zx/JofkL cleefjs ;Nnfxsf/ kl/ifb\ (City-wide Parent Advisory Council), :s"n kl/ifb\ (School Councils), ljz]if lzlf cleefjs ;Nnfxsf/ (Special Education Parent Advisory) / pxL k|sf/sf ;+3-;+;yfx?;+usf] ;xsfo{df k|bfg ul/g]5 .

la= ;"rgf cfjZostfM

B. Notification Requirements

kl|To]s jif{ lhNnfn] abdf;L lj?4 kf7\s|ddf egf{ ePsf ljBfyL{sf] af/]df cleefjs tyf ;+/lfs (h:sf aRrnfO{ of] kf7\os|dsf] af/]df k9fO{+b}5) nfO{ ;"rgf lbG5g\ . ;fdul\ ;ldlff ug]{, k|lzlf;+u af]Ng, abdf;Lsf] ultlzntf a'em\g, ;fO{a/ abdf;L / ljB'lto

;"/lffaf/] ;a} cleefjs tyf ;+/lfsx?sf] nflu pknAw Pp6f ;"rgfd'ns slffd pkl:yt x'g cj:/ k|bfg ul/g]5 . lhNnfn] of]hgfsf] ljBfyL{ ;DalGwt v08x? / lhNnfsf] O{G6/g]6 ;"/lff ;DalGw gLitsf] ;"rgf k|To]s jif{ cleefjx?nfO{ lnlvt ?kdf k7fp"g]5 . cleefjs tyf ;+/lfsnfO{ pknAw u/fOg] ;a} ;"rgf / laj/0fx?sf] ljB'lto dfWod / sfuhdf (hard copy and electronic copy format) x'G5g\ / ltgLx?nfO{ cleefjs tyf ;+/lfssf] aLrdf ;a}eGbf a9L af]lNg] efiffdf pknAw u/fOg]5 . lhNnfn] of]hgf tyf ;DalGwt ;"rgfnfO{ xfd|f] j]a;fO{6df /fv]sf] 5 .

&= abdf;L tyf k|ltsf/ lj?4 lgif]wf1f

VII: PROHIBITION AGAINST BULLYING AND RETALIATION

j':6/ kIAbs :s"nn] o; of]hfgdf / :s"n cfrf/ ;+lxtf, ljBfyL{ xft] k'l:tsf (Student Handbook) / ;'kl/G6]G8]G6sf] a'n]l6gdf abdf;L, ;fO{a/ abdf;L cyjf k|ltsf/ ;DaGwdf lgif]w ug]{ Pp6f jofg (statement) ;dfj]; u5{ . of]hgfdf Pd=lh=Pn=l;= &!, § #&) (la=_ [M.G.L.c.71, § 370 (b)] af6 / abdf;L lgif]w ug{ sfg"gsf cfjZostfx?sf] AofVof ug{ lgDg sygx? k|Tolf ?kdf ;dfj]; ul/g]5 M

lgif]w ul/Psf abdf;L sfo{ h:df ;fO{a/ abdf;L klg k5{ M(s_ :s"n d}bfg / :s"n d}bfg;+u} /x]sf] ;DkIQ, :s"nn] k|fof]hg u/]sf] cyjf :s"n ;DalGw s[ofsnfkx?, ;df/f]xx? cyjf sfo{s|d hf] :s"n cyjf :s"n d}bfg aflx/ x'g] s[ofsnfkx?, :s"n a; la;f}gL, :s"n a; cyjf cfkm'n] lnPsf ef8fsf ;jf/L ;fwg tyf cGo ;jf/L ;fwgx? cyjf k|ljwLsf] k|of]u dfkm{t\ cyjf :s"n lhNnfsf] cfkm\gf], ef8fsf cyjf cGo ;jf/L ;fwg dfkm{t\ cyjf :s"n cyjf lhNnfn] k|of]u ug]{ ljB'lto pks/0fx? dfkm{t\ . (v_ k|ljwLsf] k|of]u cyjf ljB'lto pks/0f hf] :s"n cyjf lhNnfsf] cfkm\gf], ef8fsf] cyjf :s"n jf lhNnfn] k|of]u u/]sf] 5}g To; dfkm{t s'g} :yfg, s[ofsnfk, ;df/f]x cyjf sfo{s|d hf] :s"n ;DalGwt\ 5}g, olb abdf;L sfo{n] kLI8t\ cyjf ;flfLsf] nflu zq'tfk"Of{ jftfj/Of

lgdf{0f u5{ eg], :s"ndf plgx?sf] clwsf/ pNn<g eof] eg], z}llfs k|s[ofdf ef}lts cyjf :s"n ;~rfngdf cj/f]w . abdf;Lsf] l/kf]6{ ug]{ Aoltmsf] lj?4df k|ltsf/ ug{ lgif]w 5, cg';Gwfgsf] ;dodf abdf;Lsf] ;"rgf lbg] Aoltmsf] k|ltsf/ ug{ lgif]w 5 jf ;flfL cyjf hf];+u abdf;Lsf] e/kbf]{ ;"rgf 5 To:sf] lj?4 k|ltsf/ ug{ klg lgif]w ul/Psf] 5 .

*= kl/efiffx?

VIII: DEFINITIONS

IGfDgdWo] w]/} kl/efiffx? Kf|Tolf ?kdf Pd=lh=Pn=l;=&!§#&) (M.G.L.c.71, §370) af6 ptf/ ul/Psf 5g\ . j':6/ klAns :s"nn] ltgLx?sf] sfo{l}q / cy{df s'g} kl/jt{g u/]sf] 5}g . cfs|d0fsf/L (Aggressor) Pp6f ljBfyL{ cyjf sd{rf/L xf] hf] abdf;L, ;fO{a/ abdf;L cyjf k|ltsf/sf] 36gfdf ;+nUg x'G5 . Pd=lh=Pn=l;=&!, § #&) (M.G.L.c.71, § 370) df kl/eflift\ ul/Pem}+ abdf;L (Bullying) eg]sf] Ps cyjf w]/} ljBfyL{x? cyjf :s"n sd{rf/L ;b:oaf6 lnlvt cyjf df}lvs cyjf ljB'lto dfWodaf6 bf]xf]ΛofOPsf cleJoltx? cyjf Ps zf/LI/s sfo{ cyjf O{;f/f cyjf oL dWo] s'g} ;+o'tm sfo{ hf] kLI8t\tkm{ IgDg ?kdf nllft 5g\ h:n]M (!_ kLI8t\nfO{ zf/LI/s cyjf ejgfTds ?kdf xfgL k'Λofp"5 cyjf kLI8t\sf] ;DklQdf lflt k'Λofp"5 (@_ kLI8t\nfO{ lflt x'g] 8/ nfU5 cyjf p:sf] ;DklQdf lflt k'U5 (#_ kLI8t\sf] :s"n clwsf/sf] pNn^3g . (\$_ z}llfs k|s[ofnfO{ ef}lts / kof{Kt ?kdf cj/f]w cyjf Pp6f Jojl:yt\ ?kdf ;~rfng ePsf] :s"nnfO{ cj/f]w, abdf;Ldf ;fO{a/ abdf;L ;d]t ;dfj]z ul/g]5 .

;fO{a/ abdf;L (Cyber-bullying): of] k|ljwLsf] k|of]uaf6 jf ljB'lto pks/0fx? h:t} 6]nLkmf]g, ;]n kmf]g, sDKo'6/ / O{G6/g]6 cflbsf] k|of]uaf6 x'g] abdf;L xf] . o:df O{d]n, ;Gb]; (text message) / O{G6/g]6df /flvPsf ;fdulLx? ;dfj]; x'G5g\ . sfg"gL kl/efiffs] nflu Pd=lh=Pn=l;=&!, § #&) (M.G.L.c.71, § 370) df x]g'{xf]\ . k|lts"n jftfj/Of (Hostile environment): Pd=lh=Pn=l;=&!, § #&) (M.G.L.c.71, § 370) df lbOPsf] kl/efiff cg';f/ of] Pp6f To:tf] cj:Yff xf] h:df abdf;Ln] :s"n jftfj/Of wlDsk"Of{, pkxf;, ckdfg cyjf ljBfyL{sf] lzlfdf Jofks ?kdf ulDe/ kl/jt{g cfpg] u/L jftfj/Of k|lts"n x'G5

k|ltsf/ (Retaliation): abdf;Lsf] l/kf]6{ lbGf], abdf;Lsf] cg';Gwfg e}/x]sf] a]nfdf ;"rgf lbGf], abdf;L ePsf] b]Vg] cyjf abdf;Lsf] af/]df e/kbf]{ ;"rgf ePsf] ljBfyL{ k|lt nllft\ wDsL, k|ltlx+;f tyf pTk8g\sf] ?k xf] . sd{rf/L ;b:odf df lGfDg Aoltx? ;dfj]; x'G5g\, t/ olted} l;ldt /xg] 5}gM

k|lzf, k|zf;s, k/fdz{ ;]jf lbg] Aoltm, :s"n g;{}, rd]gfu[x (:s"n vfhf 3/) df sfd ug]{ sfdbf/x?, ;+/lfs / a; rfnx? tyf v]ns'bsf k|lzf, cfl/tm s[ofsnfkf; ;Nnfxf/x?, ;xof]uL sfdbf/x? cyjf liz]if ?kdf v6fO{Psf Aoltx? .

kLI8t (Target): of] Pp6f ljBfyL{ xf] h:sf] l?4df abdf;L, ;fO{a/ abdf;L cyjf k|ltsf/sf] bf]if nufOPsf] x'G5 .

(= cGo sfg"g;+u ;DaGw

IX: RELATIONSHIP TO OTHER LAWS

/fHo tyf ;+3Lo sfg"gx? / j':6/ kIAns :s"n gLlt;+ut\ s'g} klg AoltnfO{ j':6/ kIAns :s"nsf] s'g} klg 6fpqdf egf{e} kmfO{bf lng cyjf ;ljwf lng / To:tf] ;f{jhlgs ljBfnosf] cWoog ;"rL (sf];{ ckm\ :68L) lngaf6 alGrt\ cyjf e]befj ul/g] 5}g / o:tf] e]befj hflt, j0f{, wd{, k'vf{, /fli6«o pTkIQ, lnE, cyjf n}lEs cled'lvs/0f cfibsf] cfwf/df x'g] 5}g . o; of]hgfd :s"n cyjf lhNnf] e]befj x6fp"gsf] nflu :yfgLo, /fHo cyjf ;+3Lo sfg"g jf :s"n cyjf lhNnf] gLlt] Aoltnf] sfg"gL ?kdf ;+/lf0f ul/Psf] auL{s/0f ;b:odf cfwf/t pTk8g\ ;DaGwdf sfo{jfxL ug{ gkfpq] s'g} s'/f 5}g . (kl/lzi6f\, j':6/ kIAns :s"n gLlt tyf sfo{ljlwL_. cfl/tm ?kdf of]hgfd s'g} s'/f l8hfOg ul/Psf] 5}g cyjf lhNnf jf :s"nsf] cg'zf;g sfo{jfxL ug]{ clwsf/nfO{ l;ldt ug]{ cGtlg{lxt of]hgfd 5}g . Pd=lh=Pn=l;=&!,\$§#& Pr cyjf #& Pr xfm, Pd=lh=Pn=l;=&!\$§ \$! / \$@ Pd=lh=Pn=l;&^ §% (M.G.L.c.71, §§ 37H or 37 H1/2, M.G.L. c. 71§§41 and 42, M.G.L. c 76§5) cGtu{t cGo sfo{jfxL, lx+;f, gf]S;fgL, ljWj"zsf/L Jojxf/sf] hjfkm :j?k sfo{jfxL ug{ cGo cfslif{t\ sfg"gx? cyjf :yfgLo :s"n cyjf lhNnf gLlt] cyjf ;fd'lxs df]ntf]n :fDEfmf]tf, of]hgfn] ;a} Jojxf/x? g;d]l6P klg sfo{jfxL ug{ l;ldt u/]sf] 5}g .

!)= kI/lzi6fí
XI: APPENDIX

- afn cWoog ljeſu
- :s"ndf cfwfl/t egf{ k|ſ[of
- J'f:6/ kIAns :s"nsf] abdf;L ;DaIGw gLlt tyf ſfo{jwLx?
- J'f:6/ kIAns :s"n 36gf l/kf]6{ ug]{ kmf/d k|ſ[of
- J'f:6/ kIAns :s"n abdf;L /f]syfd tyf ſfo{jfxL k|ltj]bg kmf/d
- J'f:6/ kIAns :s"n k|zf;gsf] abdf;L /f]syfd tyf ſfo{jfxL k|ltj]bg kmf/d
- J'f:6/ kIAns :s"n lzlfs l;kmfl/; kmf/d
- cg'zf;g pNn^a\3g sf]8\ (Infraction code)
- J'f:6/ kIAns :s"n ljbfyL{ cfs|d0f ſfo{jfxL of]hgf
- J'f:6/ kIAns :s"n sd{rf/L cfs|d0f ſfo{jfxL of]hgf
- Jf:6/ kIAns :s"n kLI8t ljbfyL{ ſfo{jfxL of]hgf