

EXHIBIT C

Bullying Behavior Guidelines & Consequences Grades K-6			
VERBAL	PHYSICAL	SOCIAL/ RELATIONAL	PROCEDURES & CONSEQUENCES
<ul style="list-style-type: none"> • Harm to someone’s self – esteem or feeling of safety 	<ul style="list-style-type: none"> • Harm to someone's body or property 	<ul style="list-style-type: none"> • Harm to someone’s group acceptance • Harm of a sexual nature to someone’s self-esteem, feeling of safety, body or property 	<ul style="list-style-type: none"> • It is important to recognize that each incident will be dealt with individually as all circumstances will be different. These guidelines will be at the discretion of the principal. • Retaliation against a person, who reports bullying, provides information during an investigation, witnesses or has reliable information about bullying will be considered a Level 2 behavior.
Level 1 Behavior			
<ul style="list-style-type: none"> • Teasing • Name calling • Insulting remarks • Hurting someone’s feelings (3 times or fewer) 	<ul style="list-style-type: none"> • Pushing • Slapping • Pinching • Scratching • Shoving • Hitting • Biting (Biting will warrant a phone call to the parents) (3 times or fewer) 	<ul style="list-style-type: none"> • Purposeful exclusion, telling others not to be someone's friend or other actions that would cause someone to be without friends • Gossiping, spreading or starting rumors (3 times or fewer) <p>Sexual behaviors are an automatic Level 2</p>	<ul style="list-style-type: none"> • First Offense • Verbal warning and discussion with teacher • Verbal recommendations • Restorative practice/apology • Observer and/or Target fills out the Bullying Incident Report Form and submits it to principal • Second Offense • Same as First Offense • Time out /loss of privilege • Third Offense • Same as Second Offense • Loss of major privilege • Principal contacts parents of target and Aggressor • Observer and/or Target submits Bullying Incident Report Form to principal
Level 2 Behaviors or behaviors that have occurred more than 3 times			
<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Purposely embarrassing or humiliating another student • Profanity • Insulting comments about intelligence, size, ability, race, color, religion, ethnicity, gender 	<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Biting scratching • Tripping, causing a fall • Threatening physical harm • Damaging property • Stealing/hiding or purposefully taking things 	<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Purposefully embarrassing or humiliating another person • Teasing publicly about clothing, looks, relationships, socioeconomic status • Sexual gestures, remarks, harassment 	<ul style="list-style-type: none"> • Observer and/or Target fills out the Bullying Incident Report Form and submits it to principal • Principal meets with Target and Aggressor and reviews bullying policy and its implications • Principal meets with parents of Target and Aggressor • Teacher/principal monitor student's behavior and follow up • Student’s privileges reduced and/ or no recess, quiet lunches • Student performs school/parish community service • Other consequences as deemed appropriate by the principal • Suspension, either internal or external depending on severity of the incidents • Notify law enforcement if the principal believes that criminal charges may be pursued against the perpetrator per M.G.L. c. 71
<p>• These behaviors may occur but are not limited to: one-on-one, in a group, or via the misuse of technology</p>			

Bullying Behavior - Guidelines & Consequences				Grades 7 - 12
VERBAL	PHYSICAL	SOCIAL/ RELATIONAL	SEXUAL	PROCEDURES & CONSEQUENCES
<ul style="list-style-type: none"> • Harm to someone's self –esteem or feeling of safety 	<ul style="list-style-type: none"> • Harm to someone's body or property 	<ul style="list-style-type: none"> • Harm to someone's group acceptance 	<ul style="list-style-type: none"> • Harm of a sexual nature to someone's self esteem, feeling of safety, body or property 	<ul style="list-style-type: none"> • It is important to recognize that each incident will be dealt with individually as all circumstances will be different. These guidelines will be at the discretion of the principal. • Retaliation against a person, who reports bullying, provides information during an investigation, witnesses or has reliable information about bullying will be considered a Level 2 behavior.
Level 1 Behavior				
<ul style="list-style-type: none"> • Teasing • Name calling • Insulting remarks • Verbal harassment, including cyber bullying • 3 times or fewer 	<ul style="list-style-type: none"> • Pushing • Shoving • Hitting • 3 times or fewer 	<ul style="list-style-type: none"> • Purposeful exclusion, telling others not to be someone's friend • Gossiping, spreading or starting rumors • 3 times or fewer 	<ul style="list-style-type: none"> • Bullying Policies & Procedures do not replace sexual harassment laws • Automatic level 2 	<ul style="list-style-type: none"> • Observer and/or Target fills out the Bullying Incident Report Form and submits it to principal • Principal meets with student and reviews bully policy and its implications • Teacher/principal will monitor student's behavior and follow up • Principal contacts parents of Aggressor/Target
Level 2 Behavior (some of these behaviors are against the law)				
<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Purposely embarrassing or humiliating another student • Profanity • Slander • Insulting comments about intelligence, size, ability, race, color, religion, ethnicity, gender 	<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Biting, scratching • Tripping, causing a fall • Threatening gestures • Threatening physical harm • Damaging property • Stealing/hiding or purposefully taking items not belonging to her/him 	<ul style="list-style-type: none"> • Any Level 1 infraction that has occurred more than 3 times • Purposefully embarrassing or humiliating another person • Teasing publicly about clothing, looks, relationships, socioeconomic status 	<ul style="list-style-type: none"> • Automatic level 2 • Sexual comments • Leering • Gestures • Sexual harassment verbal and teasing in nature 	<ul style="list-style-type: none"> • Observer and/or Target fills out the Bullying Incident Report Form and submits it to principal • Principal meets with student and reviews bully policy and its implications • Teacher/principal monitor student's behavior and follow up • Principal contacts parents of Aggressor/Target • Student's privileges reduced and/ or no recess, quiet lunches • Student performs school/parish community service • Suspension, either internal or external depending on the severity of the behaviors • Other consequences as deemed appropriate by the principal • Notify law enforcement if the principal believes that criminal charges may be pursued against the perpetrator per M.G.L. c.71.
<p>These behaviors may occur but are not limited to: one-on-one, in a group, or via the misuse of technology – cellphone, computer, photographs – including e-mails, internet, instant voice messaging, texting, websites, chat rooms</p>				

Bullying Behavior Guidelines and Consequences Level 3 Grades K - 12

VERBAL	PHYSICAL	SOCIAL/ RELATIONAL	SEXUAL	PROCEDURES AND CONSEQUENCES
<p>Any level 2 infraction that has occurred more than once</p> <ul style="list-style-type: none"> • Battery, physical fighting • Assault, battery • Intentional destruction of property • Purposefully destroying property of others 	<p>Any level 2 infraction that has occurred more than once</p> <ul style="list-style-type: none"> • Threats, physical, verbal or forced silence • Verbal cruelty • Displaying sexually explicit pictures or objects 	<p>Any level 2 infraction that has occurred more than once</p> <ul style="list-style-type: none"> • Extortion • Harassing • Racial or religious slurs or insults 	<p>Any level 2 infraction that has occurred more than once</p> <ul style="list-style-type: none"> • Displaying sexually explicit pictures or objects • Sexual harassment verbal with intent to emotionally harm • Any type of physical harassment 	<ul style="list-style-type: none"> • Incident is reported on Incident Report form • Principal meets parents of Aggressor/Target • Principal updates all staff • Possible in-school suspension, out-of-school suspension, or expulsion • Payment or restitution for damages if applicable • Other consequences as deemed appropriate by the principal • Law enforcement contacted if applicable