

# Antibullying & Harassment Scenario Work Sheet

Scenario	Incident Code
<p>Mr. Bell witnesses the following situation:            Brian and Samantha accidentally bump into each other while entering the classroom.</p> <p>"Excuse you, watch where you're going. You're not even paying attention," Samantha exclaims.</p> <p>"B****, I will beat you're a**. Shut the f*** up talking to me!" Brian responds.</p> <p>Mr. Bell immediately addresses both scholars in an effort to de-escalate the situation and continue with class.</p>	
<p>Megan sees Elisa coming down the hallway and she runs up to her and yells in front of a large group, "What are those, while pointing to Elisa's shoes." The crowd erupts into laughter.</p> <p>Mrs. Orr witnesses the event and ushers the students to class.</p> <p>Megan and her friends spy Elisa going into the restroom. They decide to enter behind her, and once they ensure that she's alone, they cut the lights off and run out laughing.</p> <p>Megan's friend, Lauren, walks behind Elisa on the way to her seat and puts her foot out to trip her. Elisa stumbles, causing others to laugh before she catches herself on a desk.</p> <p>As Elisa is getting off the school bus, Megan yells out the school bus window, "Bring enough money to school, you're buying my lunch starting tomorrow!"</p>	
<p>In Advisory Group, Ms. Harmon is leading a Restorative Circle and the following statement is made...</p> <p>"Your uncles are probably the ones that took down the planes on September 11<sup>th</sup>."</p>	
<p>Mr. Cameron immediately intervenes when he hears Michael state, "Sorry Carissa, it's a proven fact that boys are better at Math and Science than girls. Better luck next time!"</p>	
<p>Coach Eubanks overhears the following conversation as the team heads to the locker room after a game.</p> <p>"If he didn't pass like a sissy, our team might have won the game."</p> <p>"Chill out; what are you talking about?"</p> <p>"I'm serious, he plays like a little b****. I know you've seen how he runs."</p> <p>"Yeah...I guess I see what you're saying."</p>	
<p>Various teachers have witnessed incidents between Michael and Carissa.</p> <p>Statements that Michael has made to Carissa:</p> <ol style="list-style-type: none"> <li>1. "Sorry Carissa, it's a proven fact that boys are better at Math and Science than girls. Better luck next time!"</li> <li>2. "Carissa, I keep trying to tell you, just give up! You know that girls aren't strong enough to lift weights."</li> <li>3. "Hey Carissa, I noticed that you're carrying a purse this week; be honest, is it that time of the month?"</li> </ol>	

# Antibullying & Harassment Clarity Sheet

<u>Incident Code</u>	<u>Incident Title</u>	<u>Incident Description</u>
54-2	Harassment (per OCR) – Sexual Orientation	Harassment that is targeting someone because of their sexual orientation (can be a singular incident; assess the totality of the circumstances and make a subjective determination)
55-2	Harassment (per OCR) – Religion	Harassment that is targeting someone because of their religion (can be a singular incident; assess the totality of the circumstances and make a subjective determination)
56-2	Harassment (per OCR) – Gender	Harassment that is targeting someone because of their gender (can be a singular incident; assess the totality of the circumstances and make a subjective determination)
<b>AFTER MAKING A CODING DETERMINATION OF ANY GENDER-RELATED OCR INCIDENT, ASSESS FURTHER WHETHER THE INCIDENT SHOULD BE NOTED AS VIOLATIVE OF THE DISTRICT’S SEXUAL HARASSMENT/GENDER DISCRIMINATION POLICY (52-2 page 50).</b>		
57-2	Harassment (per OCR) – Race, Color, or National Origin	Harassment that is targeting someone because of their Race, Color or National Origin (can be a singular incident; assess the totality of the circumstances and make a subjective determination)
58-2	Harassment (per OCR) – Disability	Harassment that is targeting someone because of a real or presumed disability (can be a singular incident; assess the totality of the circumstances and make a subjective determination)
<b>AFTER MAKING A CODING DETERMINATION OF ANY OCR-RELATED INCIDENT ABOVE, ASSESS FURTHER WHETHER THE INCIDENT NEEDS TO BE INVESTIGATED AS BULLYING, AND FOLLOW PRIOR DISTRICT PROCEDURES ON INVESTIGATION AND REPORTING. USE THE FOLLOWING CODES FOR ANY BULLYING INCIDENT:</b>		
21-2 page 52	Bullying	Intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and cause a reasonable student to fear for his or her physical safety or property; substantially interferes with the educational performance, opportunities, or benefits of any student without exception; or substantially disrupts the orderly operation of the school (use this code if bullying is NOT based on a protected (OCR) group)
59-2	Bullying (per OCR) – Sexual Orientation	Bullying that is targeting someone because of their sexual orientation
60-2	Bullying (per OCR) - Religion	Bullying that is targeting someone because of their religion
61-2	Bullying (per OCR) - Gender	Bullying that is targeting someone because of their gender
62-2	Bullying (per OCR) – Race, Color, National Origin	Bullying that is targeting someone because of their Race, Color or National Origin
63-2	Bullying (per OCR) - Disability	Bullying that is targeting someone because of a real or presumed disability
<b>THE CODES BELOW MAY BE CONSIDERED FOR BEHAVIORS THAT FALL OUTSIDE OF THE DEFINITION OF HARRASSMENT AND/OR BULLYING.</b>		
28-3 page 41	Profanity	Cursing or using offensive language, but not in name calling (for example, telling a story). Use codes for OCR instead of Profanity if you determine that the incident should be categorized as harassment of a protected group.
32-3 page 42	Verbal Abuse	The use of offensive or threatening language in an attempt to intimidate another person. This is similar to bullying, but may fall short of the definition or be directed at an adult. Use codes for OCR instead of Verbal Abuse if you determine that the incident should be categorized as harassment of a protected group.