

## Lake Carmel FD Explorer Post Harassment and Bullying Policy

At the Lake Carmel Fire Dept. Explorer Post, we are committed to providing a caring, friendly and safe environment for all of our Explorers so they can learn and train in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti-social behavior and affects everyone. All types of bullying are unacceptable in our organization and will not be tolerated. All Explorers should feel able to tell and when bullying behavior is brought to our attention, prompt and effective action will be taken. We are a TELLING organization. This means that anyone who is aware of any type of bullying that is taking place is expected to tell an advisor of the Lake Carmel FD Explorer Post immediately.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behavior, academic and social development right through into adulthood.

The Lake Carmel FD Explorer Post has a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All Advisors, Explorers and Parents should understand what bullying is
- All Advisors, Explorers and Parents should know what the Explorer Post policy is on bullying, and follow it when bullying is reported
- All Explorers and parents should know what the Explorer policy is on bullying, and what they should do if bullying arises
- As an Explorer Post we take bullying seriously. Explorers and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

### **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the Advisor of the Lake Carmel FD Explorer Post who has been approached
- A clear and precise account of the incident will be recorded and given to the advisor
- The advisors will interview all concerned and will record the incident
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted

**Explorers who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with an Explorer officer and/or advisor of their choice
- Reassuring the Explorer
- Offering continuous support
- Restoring self-esteem and confidence

**Explores who have done the bullying will be helped by:**

- Discussing what happened
- Discovering why the Explorer became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behavior of the child

**The following disciplinary steps can be taken:**

- Official warnings to cease offending
- Suspension
- Exclusion from certain areas Explorer functions
- Expelled from the program
- If necessary and appropriate a police report

## **What Is Bullying?**

“Bullying behavior abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behavior, teasing or arguments between individuals would not be seen as bullying” (Torfaen definition 2008) Bullying is harassment or aggressive behavior that is intended to intimidate, dominate, coerce, or hurt another person (the target) mentally, emotionally, or physically. It is not “just messing around,” and it is not “part of growing up.” Bullying is a form of victimization, not conflict. It is no more a “conflict” than is child abuse or domestic violence.

Bullying generally takes one of following forms:

- Criminal—Assault; sexual aggression
- Indirect being unfriendly, spreading rumors, excluding, tormenting (e.g. hiding bags or books)
- Physical Hitting, shoving, kicking, using physical coercion, intimidation through gestures, pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm, belittling, taunting Social—Spreading rumors; destroying or manipulating friendships; excluding or ostracizing the target
- Cyberbullying—Using digital technology such as social media, cell phones, etc., to engage in these kinds of behaviors. All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities
- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

## Agreement and Understanding of Policy

I have read and understand the Harassment/Bullying Policy for the Lake Carmel FD Explorer Post.

I agree to the policy and disciplinary action that is listed in the policy.

Explorer Signature \_\_\_\_\_

Parent Signature \_\_\_\_\_

Date \_\_\_\_\_