



# YESHIVAH OF FLATBUSH ישיבת פלטבוש

## HOULLOU ELEMENTARY SCHOOL

בית הספר היסודי על שם משפחת כלו

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### Policy for Bullying and Harassment Prevention

#### Philosophy

The Yeshivah of Flatbush seeks to ensure a safe and healthy environment for every member of its community. This policy applies to all divisions of our Yeshivah, including school-sponsored and affiliated trips and events, as well as on transportation to and from school or a school-affiliated event. It applies to all stakeholders in the Yeshivah community including but not limited to students, faculty, and parents.

Our children are best served when the school and community work together to promote our Flatbush Five foundations of character development: Respect, Honesty, Kindness, Responsibility, and Humility. The Yeshivah celebrates unity and seeks to foster a warm and nurturing environment for all members of its community. Any conduct that infringes on the safety of any of the members of our community will be subject to investigation.

#### What is Bullying?

Bullying is defined as unwanted, repetitive, and aggressive behavior marked by an imbalance of power. Bullying can cause physical and/or emotional harm. One may be repeatedly targeted. The person engaged in bullying usually has a source of power over the targeted individual, such as age, size, strength, or social status.

Bullying creates a hostile environment by conduct, ridicule, humiliation, threats, intimidation or abuse, including cyberbullying (texts or social media posts) that:

1. has or would have the effect of unreasonably or substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; or
2. reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; or
3. reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or
4. occurs off school property and creates or foreseeably would create a risk of substantial disruption within the school environment, where it is foreseeable that the bullying might affect the student's educational performance, opportunities, or benefits at the Yeshivah.

Acts of bullying may include, but are not be limited to, acts based on a person's actual or perceived race, color, weight, other physical characteristics, national origin, ethnic group, religion, religious practice, disability, or gender.

Bullying can take on multiple forms, including physical (ex. hitting, shoving, spitting or punching), verbal (ex. name calling or making threats), relational (ex. spreading rumors or lies or *social exclusion*- purposely leaving a child out of activities, team sports, birthday parties), and electronic (cyberbullying through phone or internet).

\*Please remember the school's policy for plans and parties-If more than half of the children of the same gender from the same class or grade are attending, all students of that gender in the class or grade must be invited. Parents should be inviting the other students, and not leaving it in the hands of their child.

### **When and Where Can Bullying Happen?**

Bullying can occur before, during, or after school hours, in a school building or at locations such as a playground, off-campus school event, a school bus, or online.

### **What is Conflict?**

Conflict is a disagreement or argument in which both sides express their views. Equal power exists between involved parties. In conflicts, one side generally stops and changes their behavior when they realize that their behavior is hurting someone.

### **What is the difference between Bullying and Conflict?**

Bullying is when someone aggressively uses their power to target another individual with repeated, unwanted words or actions. Those targeted are hurt physically, socially, and/or emotionally and have a hard time stopping what is happening to them.

In typical conflict, children self-monitor their behavior. They read cues to know if lines are crossed, and then modify their behavior in response. Children guided by empathy usually realize they have hurt someone and will want to stop their negative behavior. On the other hand, children intending to cause harm and whose behavior goes beyond normal conflict will continue their behavior even when they know it's hurting someone.

Please refer to [The Conflict vs. Bullying Chart](#) to determine whether actions constitute bullying or conflict.

### **What is Harassment?**

Harassment is a form of discrimination. Harassment is unwelcome conduct that is solely based on one or more of the following: race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history). Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with school performance. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

## **Reporting**

The Yeshivah of Flatbush expects all members of our Flatbush community, including students, parents, and/or staff, to report incidents of bullying or harassment in a timely manner. The Yeshivah will take prompt reasonable action to prevent, investigate, and remedy bullying or harassment.

Our School Safety Team members (listed at the bottom of the document) share the responsibility for receiving, responding to, and investigating bullying and harassment complaints.

- In Lower School, bullying complaints should first be reported to the classroom teacher.
- In Middle School, bullying or harassment complaints should be reported to a staff member.
- For all divisions, bullying or harassment complaints may also be reported by contacting a member of the School Safety Team.

Our administration will regularly communicate about bullying reports.

The Yeshivah will not retaliate against any individual who submits a complaint under this policy in good faith, or who assists in providing information about a complaint or participates in an investigation pursuant to this policy.

## **Intervention**

The procedures for intervening in bullying or harassing behavior include, but are not limited, to the following:

- All staff, students, and parents will receive a summary of this policy and have the opportunity to participate in bullying training.
- Staff who witness bullying or harassment shall take immediate steps to intervene when safe to do so.
- Any individual witnessing or experiencing bullying or harassment is expected to report the incident.
- Following consultation with a student, teacher, and School Safety Team members, the school will determine whether further investigation is required.
- An investigation may include interviewing students, parents, and teachers who were present at the time of the event, reviewing video footage, screenshots, emails, texts, or social media accounts where applicable and consulting with administration and legal authorities if necessary.
- The Yeshivah will attempt to protect the privacy of the individuals involved in any investigation. Although we cannot guarantee confidentiality, the Yeshivah will not reveal the name of the person who complains about bullying without that person's permission, unless an individual's safety is in question.

## **Consequences**

If the Yeshivah determines that our bullying and harassment policy has been violated, disciplinary action will be taken. Discipline may lead to any consequence up to and including expulsion of students, teachers and parents. If the offender is not a Yeshivah student, employee or volunteer, the Yeshivah will engage in other remediation efforts to attempt to stop the bullying. In addition, the Guidance Department receives notice of all cases involving bullying by students and may require counseling when appropriate.

If any employee or student witnesses bullying or harassment or has been told by a student that he or she has been or is being bullied that employee or student is required to report the bullying or harassment or they may be subject to disciplinary measures. Any employee, volunteer, or student who fails to cooperate in an investigation of an allegation may be subject to disciplinary measures as well.

Employees, volunteers, other adults, and students may not knowingly accuse another person falsely of bullying or harassment.

## **Records**

The Yeshivah will maintain records of complaints of bullying and harassment and any subsequent investigation. Access to these files is strictly limited.

## **Training**

The Yeshivah of Flatbush offers instruction and training to all members of our school community on issues of bullying and harassment and the school's related policies. This training generally occurs through meetings, workshops, professional development, guidance programs, PSP programs, and Project SAFE classes and programs. The Yeshivah also notifies all incoming students and employees of this policy as well as other adults that will interact with students. In addition, all guidance personnel, members of our School Safety Team, and administration receive training about identifying bullying and harassment and applying the appropriate investigative and remedial techniques.

## **School Safety Team**

The following employees are members of our School Safety Team:

Dr. Shlomo Stern, Lower School Psychologist  
Mrs. Robyn Luisi, Lower School Psychologist

Mr. Yechezkiel Pivovoz, Middle School Social Worker  
Mr. Yair Daar, Middle School Director of Student Life

Rabbi Yahel Tsaidi, Head of School  
Mrs. Evelyn Glaser, School Nurse  
Ms. Marie Angel, Associate Principal, Lower School  
Rabbi Alan Berkowitz, Principal, Middle School