



August 21, 2018

Dear Parents / Caregivers: Welcome to the new school year!

We are committed to creating a school culture where everyone is treated with dignity. To make this possible, we recognize that one of our most important responsibilities is to create and sustain a safe environment so our students can enjoy learning and focus on their work. As in any school, we acknowledge that social conflicts and bullying can occur within our community.

We also know that some of these issues can be complicated to define, and people have different thresholds for what bothers them. Even if it's not bullying, our students can get into conflicts with each other that can make it more difficult to learn. So while we work with school staff to create a safe learning environment in the building, we also have the following programs and resources to support our students' social skills in their interactions with each other:

- **W.E.B.-Where Everyone Belongs**
- **Restorative Justice practices**
- **B.I.O.N.I.C.-Believe it or not I Care**
- **Facing History and Ourselves**
- **I.B. Learner Profile Traits**
- **Bully Prevention Assemblies** with Stu Cabe (The Ovations Company)
- **School Community Survey** (For students, staff, and parents)
- **Safe2Tell**

Our Dean of Students, Matt Hughes, is focused on building a community-wide approach to addressing bullying. If you have any questions about any of these programs, or would like more information about getting involved, please don't hesitate to contact Matt Hughes mhughes@psdschools.org.

How do we define *bullying*?

Bullying takes place when one person and/or a group repeatedly abuse or threaten to abuse their power over another person. This behavior has a profoundly negative impact both on an individual child's life and on the overall school culture. Bullying is a process of stripping someone of their dignity, of their inherent worth, by attacking and/or humiliating them because of a perceived inherent trait like their socioeconomic level, race, a disability, sexual orientation, or other traits.

Where does bullying occur?

Bullying often occurs outside of the physical school grounds, yet these actions impact the safety of our students as though they occur on school grounds.