**Bullying and Harassment**

As a safe and respectful learning community with in the Washoe County School District, we at Galena recognize our important role in the prevention of bullying, cyber-bullying, and harassment. We encourage you to report incidents of bullying, cyber-bullying, and harassment. We will make every effort to investigate the allegations, install remedies, use prevention efforts, and offer interventions and supports to you child(ren).

**“Bullying” vs. “Conflict”**

It is important to understand the difference between bullying and conflict. Conflict is a normal part of life. Learning to deal with conflict will help children learn social skills they will need as adults. When peer conflict offers, both people involved have equal power in the relationship. While both people may be upset and emotional, neither is seeking power over the other. When people experience conflict, they generally feel remorse and taking responsibility for what they did wrong.

Bullying is generally deliberate, unwanted, aggressive behavior that involves a real perceived imbalance of power and is designated to hurt, insult or threaten another person Bullying is repeated, or has the potential to be repeated, over time: pervasive or widespread; or can be a single severe physical act. An imbalance of power such as physical strength, access to embarrassing information, or popularity, is used to control or harm others.

**Investigating a Bullying / Harassment / Discrimination Complaint**

When a school administrator receives notice of potential bullying, harassment, discrimination and/or a formal bullying, harassment, discrimination complaint, the school must begin the initial steps of its investigation within one day. School administrators will begin the initial steps of the investigation by applying the facts of the complained of incident to the 3-Point Criterion Analysis. If the school administrator determines that the facts of the incident meet each point of the criterion, the bullying/harassment/discrimination investigation shall proceed. If the school determines that the incident does not meet all of the three points in the criterion, then the administrator should provide intervention and discipline student(s) according to WCSD behavior matrix, develop a student support plan, enter documentation into IC, and call families to notify them of the outcome.

**Please Help Us in Protecting Our Kids – How to report Suspected bullying and Harassment**

1. Call our school at 775-851-5630 press 4 to connect with our Student Relations Office.
2. Report verbally to any WCSD staff member. Such reports will be forwarded to the appropriate school administration.
3. Report online at [www.wcsdbullying.com](http://www.wcsdbullying.com) or Safe Voice
4. Notify school police at 775-348-0285.
5. Contact the district’s Head of Counseling, Katherine Louden, at klouden@washoeschools.net, or 775-850-8011.

For more information here is the link to the WCSD Bullying website.

<https://www.washoeschools.net/Page/845>