

## Strategies for parents

The best protection parents can offer their children is to foster their confidence and independence so children are willing to respond appropriately when necessary.

- Convince your child that he or she is not at fault and that the bully's behavior is the source of the problem
- Encourage peaceful resolutions
- Offer support but do not "rescue" your child from challenges or encourage dependence on you
- Teach your child to be self-confident and firm in response to bullying rather than hostile or antagonistic
- Help your child develop or strengthen friendships and interests that foster acceptance and success
- Work collaboratively with school personnel to address the problem
- Arrange a conference with school staff to obtain practical advice and intervention with the bully



## We are here to help

No student should have to tolerate bullying in school. FCPS takes all reports of harassment or bullying seriously. We follow clearly defined procedures to respond promptly and appropriately. The right to privacy is fully respected in this process.

Further information about FCPS bullying, harassment and discrimination policies and support services is available at your local school or from:

### **Ted Luck**

*Supervisor of Education That Is Multicultural and Gifted and Talented Education*  
191 South East Street  
Frederick, MD 21701  
301-696-6891

### **Janet Shipman**

*Coordinator of Counseling and Student Support*  
191 South East Street  
Frederick, MD 21701  
301-644-5220

*This brochure is distributed to students in grades 3, 6 and 9 annually and is on [www.fcps.org](http://www.fcps.org). Please retain for future reference.*

Bullying, Harassment and Intimidation Reporting Forms may be found in the counseling office and administrative offices of all schools and at [www.fcps.org](http://www.fcps.org)>forms.



**Frederick County Public Schools**

The Frederick County Public School system does not discriminate in admissions, access, treatment, or employment in its programs and activities on the basis of race, color, gender, age, national origin, religion, sexual orientation or disability. For more information, contact the Executive Director of Legal Services.

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# What You Can Do To PREVENT BULLYING

## A Guide for Parents & Students



**Frederick County, Maryland  
Public Schools**

# Let's Work Together to Stop Bullying

## Respect is a basic right

Everyone has the right to feel respected and be treated with dignity at Frederick County Public Schools. We maintain a firm policy that prohibits all forms of bullying and harassment. We fully support the Maryland State Board of Education regulation that states our schools must be safe, provide an optimal environment for achievement and be free from violence and disrespect.

Our school staffs are sometimes faced with situations in which a student has been threatened, teased, taunted or otherwise intimidated by another student. This form of peer abuse is called harassment, or bullying. When bullying occurs in relation to race, color, sex, national origin, disability, religion or socioeconomic status, it becomes discrimination. If it is allowed to continue, it can lead to violence.



## What is bullying/harassment?

Bullying is defined as intentional negative actions on the part of one or more students, repeatedly and over time, that interfere with a student's ability to participate in or benefit from the school's education programs. Harassment is defined as intentional negative actions on the part of one or more students that causes discomfort with identity issues in regard to race, color, national origin, gender, disability, sexual orientation, religion, or other identifying characteristics, and that interfere with a student's ability to participate in or benefit from the school's education programs. Harassment can be a one time incident. The acts can be written, verbal or physical including published communication that causes physical harm, damages property, causes fear of harm to person or property or disrupts the orderly operation of the school. Bullying or harassment can interfere with learning, cause grades to suffer, lead to absenteeism, damage self-esteem, and cause social and emotional problems in life.

## What can be done?

FCPS administrators, teachers and other school staff make every effort to establish clear behavior standards, be aware of problems, provide proper guidance and supervision, and consistently and fairly enforce policies. Frequently, however, bullying incidents occur out of sight of school staff. Research and experience show that a comprehensive approach that includes students and parents has the most promise in reducing bullying and the harm it causes.

## Action steps for students

How you respond to bullying can make a difference in how you and others are treated in your school.

- Respond as calmly and assertively as you can (anger ignites the situation and tears reinforce the bully's behavior)
- Speak up or offer support when someone is being bullied
- Seek immediate help from an adult then report bullying or harassment incidents to the principal or school counselor
- Privately support those being hurt with kind words
- Express disapproval of bullying by not joining in the laughter, teasing or gossip
- Speak out in support of respect for all people no matter how "different" their interests, skin color, religion, origin, income, physical appearance or abilities
- Defuse a problem situation by taking the bully aside and asking him or her to "cool it"