

# KCSD Student Conflict Procedure

## **Know the difference between conflict and bullying**

- **Conflict:** Disagreements and friction that occurs when the actions or beliefs of one person are unacceptable to another person. Conflicts are a normal part of human nature; how we solve them is important!
- **Bullying:** Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. This behavior is repeated over time. One-time incidents are NOT considered bullying.

## **Pacts for administrators, teachers, and staff:**

- We will teach students to self-advocate and tell the offender to stop unwanted behavior. *For students with communication barriers, we will teach them to self-advocate using the methods that work best for needs, such as sign language, gestures, facial expressions, written communication, or assistive technology to address and stop unwanted behavior.*
- We will always do something when we observe bullying behavior or are asked for assistance, even if it is as simple as asking the student, “Did you tell them to stop?”
- We will gather evidence for incidents that involve consequences.
- We will enforce reasonable consequences.

## **Levels of Behaviors:**

### **Level 1** (minor issues- often described as tattling):

- We will train students to self-advocate by use of an assertive voice or other means as listed in *italics* above to let the offender know he/she doesn't like a certain behavior, comment or action.
  - Praise a student when he/she tells another student to stop unwanted behavior.
  - Praise a student when they stop the unwanted behavior when asked to stop.
  - Praise students for telling the truth.

### **Level 2** (moderate issues- insults, aggression, teasing, and minor repeated behavior):

- We will train students to self-advocate by use of an assertive voice or other means as listed in *italics* above, and to seek adult support if needed.
  - All students involved fill out a student interaction form.
  - Adult gathers evidence and praises students for being truthful.
  - Adult supports the students in resolving the conflict collaboratively.

### **Level 3** (serious or severe crime such as assault, fighting, bullying, weapons, gang behavior, serious threats of harm, repeated aggression, or any repeated unwanted behavior):

- Ensure student safety.
- Implement emergency action plan if necessary.
- Separate students.
- Follow protocol for student behavior management, including due process, documentation, and consequences.