



Bullying, Harassment, & Intimidation Prevention

Pershing Middle School believes it is the responsibility of the entire school community to ensure all students enjoy a safe and inclusive learning environment.

SDUSD Bullying and Intimidation Prohibition Policy

In its commitment to providing all students and staff with a safe learning environment where everyone is treated with respect and no one is physically or emotionally harmed, the Board of Education will not tolerate any student or staff member being bullied (including cyber-bullying) or intimidated in any form at school or school-related events, (including off-campus events, school-sponsored activities, school buses, any event related to school business), or outside of school hours with the intention to be carried out during any of the above.

Such acts include those that are reasonably perceived as being motivated either by an actual or perceived attribute that includes but is not limited to race, religion, creed, color, marital status, parental status, veteran status, sex, sexual orientation, gender expression or identity, ancestry, national origin, ethnic group identification, age, mental or physical disability or any other distinguishing characteristic.

The district further prohibits the inciting, aiding, coercing or directing of others to commit acts of bullying or cyberbullying, harassment or intimidation. Any staff member that observes, overhears or otherwise witnesses bullying (including cyber-bullying), harassment, or intimidation, or to whom such actions have been reported must take prompt and appropriate action to stop the behavior and to prevent its recurrence as detailed in the applicable Administrative Procedure. Students who observe, overhear, or otherwise witness such actions must, and parents/district visitors are encouraged to report the behaviors to a staff member. At each school, the principal or principal's designee is responsible for receiving and promptly investigating complaints alleging violations of this policy. Any form of retaliation in response to a report of such acts is prohibited.

For more information about this policy please visit the district's anti-bullying and intimidation page:

<https://www.sandiegounified.org/about/anti-bullying/anti-bullying-and-intimidation>

Bullying/harassment. Bullying is defined as aggressive behavior that is intentional and that involves a real or perceived imbalance of power or strength. Typically, it is repeated over time. Bullying can take many forms that includes but is not limited to: verbal (belittling, name-calling, spreading lies and false rumors), physical (pushing, hitting, spitting, taking belongings), racial comments, sexual references, and cyber (online) bullying.

Sexual harassment. Is defined as unwelcome sexual advances, verbal, visual, or physical and includes but is not limited to: sexting, verbal or written sexual comments about body parts, spreading sexual rumors, put-downs or ridiculing while mentioning gender, whistling, threats of a sexual nature, sexual gestures, sexual looks or propositions, unwelcome touches, unwanted sexual pressure and displaying obscene or vulgar objects, pictures or writing.

How to respond to bullying and/or harassment:

- Don't ignore or accept disrespectful behavior towards yourself or toward others
- Tell the person to stop
- If it doesn't stop, write down what happened. Include the place, date, time, and the names of witnesses
- Report it as soon as possible to your parent, teacher, administrator, or counselor

When issues of bullying and harassment are reported, they will be investigated, and all required district policies and procedures will be followed. If the investigation determines bullying and/or harassment occurred we will follow the [district's restorative discipline policy](#) matrix when determining consequences.