



Anti-Bullying and Anti-Violence Policy

The Anti-Bullying and Anti-Violence Policy of the Deutsche Internationale Schule Johannesburg has been developed for the purpose of maintaining a school community in which everybody feels valued, welcome and safe, and where individual differences are understood, appreciated and respected. Everybody has the right to experience his or her time at the Deutsche Internationale Schule Johannesburg as an enrichment of his or her life.

The Deutsche Internationale Schule Johannesburg aims to promote an atmosphere and ethos in the school where

- everybody is able to develop his or her academic, social and emotional potential
- everybody is able to develop his or her individuality
- values such as mutual respect and care are encouraged
- human dignity is respected
- the responsible handling of natural resources is considered the norm

At the Deutsche Internationale Schule Johannesburg everyone has the following rights and responsibilities:

Rights

- to feel safe
- to learn and grow
- to be respected and valued
- to be different

Responsibilities

- to respect yourself and others
- to respect others' property
- to treat others in the same way you would like to be treated
- to support others
- to care for and understand others

To safeguard the above, the Deutsche Internationale Schule Johannesburg will not tolerate any form of bullying or violence.

What is Bullying?

- An initial desire to harm someone physically or psychologically.
- The desire is carried out.
- The action is harmful.
- There is an imbalance of power.
- There is no justification for the action.
- The action is carried out repeatedly and systematically.
- The bully derives gratification from victimizing the other person.
- Bullying is a symptom of a lack of social competency.

Bullying may involve, but is not limited to:

- **Physical bullying:**
Any form of physical behaviour which hurts others, such as hitting, kicking, boxing, biting, pushing, sexual molestation, etc.
- **Material bullying:**
Any form of extortion and taking or damaging the belongings of others
- **Verbal bullying:**
Any form of verbal behaviour which hurts or humiliates others, such as insults, name calling, discriminatory remarks (about religion, race, gender, abilities, appearances, family, etc.), repeated teasing, threatening, sexual harassment: verbally or through embarrassing gestures.
- **Psychological bullying:**
Spreading nasty rumours, excluding someone from the group, isolating someone by preventing others from being friends with the person, intimidating someone by staring, making a fool out of someone and laughing about someone.
- **Cyberbullying:**
Using digital technologies to insult and harass someone or spreading nasty or defamatory information about someone by means of e-mail, Facebook, MySpace, "Mxit" and other social networks, cell phones, sms, video material and/or photos.



It is unacceptable if a learner, a teacher or an employee of the school experiences any of these behaviours in the school environment and something must be done.

What can victims of bullying or violence do?

- talk about it with friends and parents immediately
- inform your teacher, the bullying counsellor or the school psychologist about the incident immediately
- write down the incident immediately and hand it over to your teacher, teacher-of-trust or to the bullying counsellor
- inform the peer mediators immediately and ask for help
- Do not wait to see if it gets better. It will only stop if something is done!

What kind of action by the school can victims of bullying and violence expect?

Learners:

- suspension of the bully/ies from the rest of the lessons on the day of the incident
- entry of the behaviour of the bully/ies in the school administration programme
- written or verbal information to the parents of the bully/ies
- interviews conducted by the teacher-of-trust and the bullying counsellor with the victim, the bully/ies and the witnesses to clearly define and identify the nature of the bullying incident and the responsible party/ies
- meeting conducted by the teacher-of-trust and the bullying counsellor with the parents of the bully/ies
- interventions by the peer mediators

Teachers and employees:

- interviews conducted by the teacher-of-trust and the bullying counsellor with the victim, the bully/ies to clearly define and identify the nature of the bullying incident and the responsible party/ies
- meeting conducted by the school management with the victim and the bully/ies

Possible consequences for the bully/ies according to the disciplinary code of the school:

Learners:

- disciplinary conference
- official written warning by the class teacher or the school principal
- entry in the learner's file
- contract between the school and the bully/ies
- withdrawal of privileges
- community service on school grounds

Teachers and employees:

- verbal or written warning by the school principal
- entry in the personal file by the school principal

In case of severe and continued bullying, the following might apply:

Learners:

- suspension from the school or from certain activities
- expulsion from the school

Teachers and employees:

- Dismissal

The class teachers will inform the learners about the rules and regulations of the Anti-Bullying and Anti-Violence Policy of the school at the beginning of each school year. This has to be documented in the class book.

AGREEMENT

I/We accept the above rules and regulations.

Signature of Learner (Grade 5 to 12): _____ Grade: _____

Signature of parent(s)/guardian(s): _____

Place and date: _____