



Larch Street Kids Child Care Centre

1. Purpose

Larch Street Kids Child Care Centre is committed to creating and maintains a safe and healthy learning environment for all children, students and parents that are free from violence, harassment, bullying and intimidation.

2. Definition

“Bullying is defined as,

Using superior strength or influence to intimidate typically to force him/her to do what one wants. Any aggressive behavior aimed towards another individual in a demeaning destructive or dominating manner.

Example of Physical Bullying: pushing, shoving, hitting, unwanted touching etc.

Example of Verbal Bullying: Spreading rumors about people, getting people to: gang up” on individual; name-calling; teasing; threatening; making negative comments about one’s race, ethnicity, religion, gender, etc.

Example of Cyber Bullying: using the internet, text message or social media to intimidate or put-down an individual.

3. Prevention

Larch Street Kids Child Care Centre will;

- (a) Ensure all educators are trained and knowledgeable about the signs of bullying and intervention practices. This will be done through orientation and annual re-training practices.
- (b) Participate in the Bullying Awareness and Prevention Week, commencing the 3rd Sunday in November on an annual basis.

4. Intervention

If any form of bullying is suspected, witnessed or reported; an investigation will be completed by the Educator(s) involved which will be documented and submitted to the site Supervisor. Parents of both parties involved will be notified and followed up with one week after the incident. If the bullying persists, a meeting will be set up with the child’s parent and site Supervisor to determine a course of action.

If the bullying continues, the Executive Director will be notified and contact will be made with the aggressor’s parent. Continuous bullying may lead to a one-day suspension at the Executive Director’s decision as well as contact with the Greater City of Sudbury Police Services. If the bullying persists beyond the suspension, the parent may be asked to withdraw from the program.