

Dawn and Dusk Anti-Bully Position Statement

Dawn and Dusk follows the following definition of bullying:

Bullying is a conscious, willful, deliberate activity intended to harm where the perpetrator(s) get pleasure from the targeted child's pain and/or misery. It can be verbal, physical and/or relational and includes race, ethnicity, religion, gender, sexual orientation and physical or mental ability. It also includes all forms of hazing and cyberbullying. It can be and often is continuous and repeated over time but does not have to be. Once is enough to constitute bullying.

Bullying includes:

- Social isolation/intentional exclusion with intent to harm
- Intended aggression
- Spreading rumours
- Manipulating friendships/relationships
- Hazing
- Directing foul language at the target
- Using derogatory terms or degrading of a person's name
- Commenting negatively on someone's look, clothing or body
- Threatening to cause harm

Bullying is not:

- Expressing anger
- Conflict between peers
- Disagreements
- Lack of knowledge or information
- Tattling to get someone in trouble
- Children choosing not to play with another child

Proactive Approaches Dawn and Dusk will take:

- Creating a positive environment for all
- Promote deep caring, compassion, empathy and sympathy for all
- Setting the expectation for children that bullying does not happen here – stopping behaviour and redirecting/defusing situation immediately
- Reminding all children to own their truth, fix conflicts as required, learn from mistakes and to move on from resolved conflict.
- Helping children build positive relationships with each other
- Active supervision of all areas
- Behaviour observations and documentation
- Meeting scheduled with Director and Assistant Director following 2 incident reports
- Offer the children at Dawn and Dusk many different areas to be in and play opportunities

Statement of Responsibility

Any person who has knowledge or contribution to any incidents involved in bullying defined above, is responsible to intervene, help targeted child escape and report the information to Dawn and Dusk Leadership. Failure to report any information to Dawn and Dusk Leadership will result in said person being considered an active participant in the incident and will be consequence according to our anti bullying procedures and intervention strategies.

Anti-Bullying Procedures and Intervention Strategies:

Consequences will be applied based on the severity of the incident, the needs of the child(ren) involved and the frequency of the behaviour.

Procedures and interventions include but are not limited to:

- Discussion with the people involved in the incident
- Parental involvement, discussing concerns with staff at pick up or via other communication
- Formal meeting with Director and Assistant Director
- Support of other professionals (behavioural specialists, counsellor, etc)
- Separate all children involved in different areas at the discretion of staff and as appropriate
- Reinstitution of property at the discretion of the Dawn and Dusk leadership team
- Expectation of the family talking with the children involved of appropriate behaviours
- Follow up meetings with Director and Assistant Director
- Board of Directors involvement at the discretion of the leadership team
- Removal/suspension from program at the discretion of the leadership team and the board of directors.

Dawn and Dusk will support the targeted child(ren) in the following ways:

- Give targeted child the tools to stand up to the accused bully
- Identify safe adults that the child can take any concerns or incidents to
- Encourage resolution as appropriate
- Empowering children to have a voice and stand up to the accused bully
- Tell children that they are heard and validate all feelings

Dawn and Dusk commits to keeping all children in their care safe and aware of their emotional wellbeing.