Europaskolen København
European School Copenhagen

Anti-Bullying, Discrimination and Harassment Policy – Primary and Lower Secondary

We wish to create an environment in the Primary and Lower Secondary department of the European School Copenhagen, where community and our values of respect, collaboration and empathy guide our actions.

We want to maintain a fruitful learning environment where we can fulfil our mission to create educated, lifelong learners and responsible global citizens.

We want a school where everyone thrives and belongs, and no one feels lonely or excluded from the community.

Bullying, discrimination and harassment does not belong in this environment and will not be tolerated.

Bullying, discrimination and harassment can cause serious and long-lasting damage to the students' health, wellbeing and learning. Bullying, harassment and discrimination is not just a problem for the victims and perpetrators but a collective problem because it undermines the community and creates a "toxic" environment for everyone.

This policy sets the school's position on bullying, discrimination and harassment and is informed by the relevant legislation.

This policy addresses the following questions:

1. What is bullying?
2. What is harassment?
3. What is discrimination?
4. How do we avoid bullying, discrimination and harassment?
5. What do we do if bullying, discrimination or harassment occurs?

1. What is bullying?
Bullying can take many forms. However, one thing that is important to understand about bullying is that when you bully someone, you expose them to acts that they perceive as hurtful or degrading.

Bullying can be **direct** (e.g. physical contact, facial expressions or verbal degradation) or **indirect** (e.g. gossip, slander or isolation). Bullying can occur face to face or it can take the form of **digital or cyber** bullying.

Digital bullying can be when you post an offensive message or images on social media or when you exclude certain people from otherwise common groups on social media. Bullying can be a conscious or an unconscious act.

Examples of bullying include:
- abusive, insulting, rude, offensive language, including shouting at someone
- Teasing and name-calling
- intimidating, hostile or threatening behaviour or violence
- humiliating someone through sarcasm, jokes or insults
- undue criticism
- spreading misinformation or malicious rumours
- excluding, isolating or marginalising a person from the group
- setting unreasonable timelines or constantly changing deadlines

2. What is harassment?

Harassment is when the bullying is so severe, persistent or targeted at a person/people that it hinders their ability to get an education, significantly harms their well-being, substantially interferes with their rights or intimidates them because of their identity.

Sexual harassment is a particular form of harassment, where behaviours are committed because of a person's gender or sex. Some examples of sexual harassment include:
- Sharing sexual photographs or making comments of a sexual nature about a student to other classmates, including on social media (e.g. spreading sexual rumours or comments about a student's body)
- Making sexual jokes, comments, or questions
- Invading someone's space in a sexual manner
- Inappropriate sexual touching or gestures
- Physical abuse
- Pressure to perform sexual acts or have sex
- Verbal abuse using anti-gay or sex-based insults
- Stalking or repeated unwanted messages

3. What is discrimination?

Discrimination is when someone is treated differently because they belong to a particular group of people or have a particular characteristic. Bullying or harassment can be especially harmful when it is linked to discrimination.

It is the school's policy that no student or staff shall be treated less favourably on the basis of race, religion, national origin, sex, sexual orientation, gender identity or disability.

4. How do we prevent bullying, discrimination and harassment?

Teachers and students need to be aware of how they treat each other in class and in social settings, including on social media. The school has therefore developed a framework for preventing acts of bullying, discrimination and harassment by raising awareness of the issues and ensuring that students and staff understand what is expected of them.

The school also has a well-being policy which describes preventive interventions in Primary and Lower Secondary.

In order to prevent acts of bullying, discrimination and harassment, the school has assigned different tasks and responsibilities to different groups of people at the school. They all work based on the standards for good social behaviour mentioned here:

- We distinguish between "teasing for fun" and "teasing for real" and say "no" if we feel that people have overstepped our boundaries.
- We reject bullying and involve a contact person (see below) if we suspect bullying.
- We do not ignore or exclude a person e.g. by not talking to him/her.
- We speak properly to each other and do not use offensive or hurtful language, including condescending nicknames.
- We are aware that written words on social media, Lectio and SMS are easier to misunderstand than when we talk to each other face to face
- We avoid using offensive or hurtful language on social media and generally adhere to the "grandmother rule": I am comfortable sharing the messages and pictures that I post on social media with my grandmother.
- We do not access other people's online profiles.
- We do not share pictures of others without their permission.

These most important groups are: The Student Council, The Rights Respecting Council, Inclusion Pedagogues, Well-being Coordinators, The teacher and Class teams (teaching teams):

The teacher is expected to pay attention to issues in the class and the welfare of individual students and social interaction in the class. The teacher intervenes if there are signs of bullying, offensive or disrespectful behaviour, discrimination or harassment.

All classes have a "class team" consisting of the class teacher and a pedagogue N-P3 or other teachers in the class/year level. The class teacher is responsible for raising and addressing concerns regarding well-being in the class, i.e. issues picked up in a Student Well-Being Survey.

5. What do we do if bullying, discrimination or harassment occurs?
If we experience or observe acts of bullying, discrimination or harassment, we act promptly.

Reports of bullying, discrimination or harassment can be made to several people, including:
- Students in the Student Council, Right Respecting Council
- The class teacher or pedagogue
- One of the teachers in the class
- The study counsellor

The school follows the procedure from DCUM (dcumskabelonhandlingsplanmobning.pdf) for making an action plan. Depending on

who knows the student/class best, the person responsible for creating the action plan can either be:
- The class teacher or pedagogue
- One of the teachers in the class
- The study counsellor

Management and inclusion pedagogue must be informed and involved as soon as the bullying, discrimination or harassment is detected and reported. The person (s) responsible must ensure that the action plan is prepared within 10 working days from that the school has become aware of the specific situation.

Bullying, harassment and discrimination is a violation of the Primary and Lower Secondary rules and will be sanctioned accordingly. This could mean, for example that one or more students are excluded from school for a period of time.

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