

ANTI-BULLYING POLICY TEMPLATE

The City of Miami Beach is committed to a safe environment, free from harassment, intimidation or bullying, for all of our employees in the [CITY DEPARTMENT NAME] and residents utilizing [DEPARTMENT NAME's service] regardless of race, color, ethnicity, religion, disability, age, gender identity or sexual orientation. We are working very hard in making all Miami Beach Departments a Bully Free Zone. The City of Miami Beach enforces a zero-tolerance policy on bullying of any form. We encourage our patrons and participants to report any type of bullying they may experience, hear or see occurring in our Recreation facilities.

What is Bullying?

Bullying can be best defined as the intentional abuse, harassment and/or intimidation of others. Bullying can emotionally, socially, mentally or physically harm child or adult. It is always an intentional act. The person who bullies wants to harm the victim; it is no accident. Bullying is typically characterized by repeat occurrences but it can be a single incident.

Types of Bullying:

Bullying ranges from simple one-on-one bullying to more severe bullying in which the bully recruits others that join in the bullying activities. Bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, social media posts or other written, oral or physical actions.

- Verbal Bullying can include but is not limited to: teasing, name calling, inappropriate comments, taunting and threatening to cause harm.
- Social Bullying involves hurting someone's reputation or relationships, leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, embarrassing someone in public.
- Physical Bullying involves hurting a person's body or possessions. Physical bullying includes: hitting, kicking, pinching, spitting, tripping, pushing, hair pulling, mean or rude hand gestures, damage to someone's property, theft.
- Cyber or Electronic Bullying involves using technology to threaten, hurt, single out, embarrass, spread rumors, and/or reveal secrets about others. Cyber bullying can be done through phone calls, text messages, pictures/video clips, email, instant messaging, chat rooms, websites, social media platforms and gaming.