

### ANTI-BULLYING POLICY

The Miami Beach Parks and Recreation is committed to a safe and fun filled environment, free from harassment, intimidation or bullying, for all of our participants and staff, regardless of actual or perceived differences of race, color, national origin, religion, sex, intersexuality, gender identity, sexual orientation, marital and familial status, age, disability, ancestry, height, weight, domestic partner status, labor organization membership, familial situation, or political affiliation. We are working very hard in making all Miami Beach facilities a Bully Free Zone. 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 a child or adult. It is always an intentional act. The child who bullies wants to harm the victim; it is no accident. Bullying is characterized by repeat occurrences. Bullying is not generally considered a random act, or a single incident.

#### **Types of Bullying:**

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

- Verbal Bullying includes but is not limited to teasing, name calling, inappropriate comments, taunting, and threatening to cause harm.
- Social Bullying includes but is not limited to 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 but is not limited to hitting, kicking, pinching, spitting, tripping, pushing, hair pulling, mean or rude hand gestures, damage to someone's property, and/or 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, gaming, or any other online medium.

#### **Why is Bullying Difficult to Stop?**

Stopping the act of bullying is difficult for several reasons:

- Often children/adults do not complain about bullying because they are afraid of retribution and consequences.
- It is feared that the person notified of the bullying may not handle the situation properly, thereby losing the trust and respect of the victim.
- Bystanders and/or witnesses seldom intervene.
- Bullying usually occurs when there are no adults present.

### ANTI-BULLYING BEHAVIOR AGREEMENT

It is the goal of the City of Miami Beach Parks and Recreation Department to make all Parks and Recreation facilities a “Bully Free Zone. “ In order to do that, we must work together in helping to make all participants feel safe and confident to speak up when confronted by a bully or when they witness another being bullied, regardless of a victim’s actual or perceived differences of race, color, national origin, religion, sex, intersexuality, gender identity, sexual orientation, marital and familial status, age, disability, ancestry, height, weight, domestic partner status, labor organization membership, familial situation, or political affiliation. This agreement is not intended to prohibit the expression of one’s feelings or thoughts, but instead to prevent their expression from rising to the level of harassment, intimidation, or bullying.

Please take a moment to review the following agreement with your child. Signing the bottom of this agreement signifies that both you and your child agree to the City of Miami Beach Parks and Recreation Department’s anti-bullying policy. This form must be returned to your child’s Recreation site.

- I will try my best to keep a positive attitude and to treat others with respect.
- I will help create an environment that is safe and welcoming for all of us.
- I understand that any of my actions that results in the abuse, harassment, or intimidation of others will be considered bullying.

**Verbal bullying** includes but is not limited to teasing, name calling, inappropriate comments, taunting, and threatening to cause harm.

**Social bullying** includes but is not limited to 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 but is not limited to hitting, kicking, pinching, spitting, tripping, pushing, hair pulling, mean or rude hand gestures, damage to someone’s property, and/or 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, gaming, or any other online medium.

- I will use appropriate and respectful language and understand that the use of deliberate negative, hurtful, or profane language will not be accepted.
- I will be respectful of the property and personal space of others.
- I will not possess any illegal drugs, alcohol, or weapons of any kind while participating in Miami Beach Parks and Recreation programs or activities.

**By signing below, I am stating that I have read and agree to abide by all policies stated above. Any child suspected of bullying will be disciplined on an individual basis. Depending on the severity of the bullying disciplinary action may include time out, loss of privileges including field trips, suspension and/or expulsion. Refunds will not be issued for any participant who is suspended or expelled.**

**I certify that I have discussed all the above policies with my child.**

\_\_\_\_\_  
Print Parent/Guardian Name

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Child’s Name

\_\_\_\_\_  
Signature (Juniors, Pre-Teens & Teens only)

\_\_\_\_\_  
Date

## BULLY FREE PLEDGE

### Take the Pledge:

- I promise to never bully anyone.
- I promise to not take part in any actions that purposely hurt another person.
- I promise to speak up when I see bullying.
- I will reach out to others who are bullied.
- I will be a friend whenever I see bullying.
- I will join with friends and stand up to bullying.

