Salam School Response to Cyberbullying [1]

- Salam School thoroughly investigates all incidents of Cyberbullying and, if necessary, discipline the students who require it.

- The administration of Salam School seeks law enforcement help, especially when behaviors include a possible threat to the safety of students or staff.

- Once we identify an offending party, the administration will develop a response that is proportionate to the harm done and the disruption that occurred.

- Salam School works with parents to convey to the student that cyberbullying behaviors are taken seriously and will not be tolerated whether they occur at school or not. Anything that disrupts the learning environment at our school is subject to discipline.

- The administration of Salam School will instruct parents to contact an attorney. Some instances of cyberbullying just don't fall under the purview of the school (e.g., incidents that don't happen at school or impact the school). In these cases, parents may want to pursue other avenues for redress. All states allow for parties to sue others in civil court for harassment, intentional infliction of emotional distress, or a number of other torts. While not ideal, this is an option.

- Our School will contact cell phone providers if threats or explicit content are transmitted via these devices. These companies keep data that may serve as evidence on their servers for a limited period of time before deleting it.
- The administration of Salam School will keep all evidence of cyberbullying including but not limited to:
    - Keeping a file with screen shots.
    - Keeping all related message logs.
    - Keeping any other evidence so that we can demonstrate the seriousness of the behavior and its impact on the school.

- Salam School will attempt to contact and work with the web site, game, or app on which the abuse occurred. They are used to working through cyberbullying cases and can be a resource to assist us in removing offending content, gathering evidence, or put us in touch with someone who can help.
- The administration of Salam School will use creative informal response strategies, particularly for relatively minor forms of cyberbullying that do not result in significant harm. For example, students may be required to create anti -cyberbullying posters to be displayed throughout the school. Older students might be required to give a brief presentation to younger students about the importance of responsibly using technology. It is important to condemn the behavior while sending a message to the rest of the school community that bullying in any form is wrong.

- The administration of Salam School's goal is to stop the bullying. This objective is what guides us throughout our intervention efforts. We will do whatever is necessary to stop the bullying. It might be a simple talk with the aggressor or require a more significant response. We will follow-up to make sure the bullying has stopped. If not, pursue additional remedies until it does.

(1) Special thanks to cyberbullying.org for their useful insights on shaping our cyberbullying policy.