



## Children's Theatre of Charleston Defines Bullying

Bullying seeks to harm, intimidate, or coerce someone perceived as vulnerable.

1. **Bullies** use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others.
2. **Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.
3. There are three types of bullying:
  - **Verbal bullying** is saying or writing mean things. Verbal bullying includes:
    - o Teasing
    - o Name-calling
    - o Inappropriate sexual comments
    - o Taunting
    - o Threatening to cause harm
  - **Social bullying**, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
    - o Leaving someone out on purpose
    - o Telling other children not to be friends with someone
    - o Spreading rumors about someone
    - o Embarrassing someone in public
  - **Physical bullying** involves hurting a person's body or possessions. Physical bullying includes:
    - o Hitting/kicking/pinching
    - o Spitting
    - o Tripping/pushing
    - o Taking or breaking someone's things
    - o Making mean or rude hand gestures
4. **Cyberbullying** is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content to or about someone else. It can consist of sharing or threatening to share personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Twitter
  - SMS (Short Message Service) also known as Text Message sent through devices
  - Instant Message (via devices, email provider services, apps, and social media messaging features)
  - Email
5. **Perception of word/actions** – while you may think you are joking or having fun, another person may interpret these word/actions as bullying.



## Children's Theatre of Charleston (CTOC) Bullying Policy

### Expectations:

CTOC takes bullying very seriously and there will be consequences if you are found to be bullying. If you are or witness someone else being bullied notify the Director, Assistant Director, BTS Advisor(s) or a CTOC Board of Director member.

When bullying is perceived to have occurred during a production:

- 1. 1<sup>st</sup> offense**
  - a. Talk with the individual and their parent(s) to give a warning.
  - b. Done by the Director or Assistant Director, and a CTOC officer. BTS activities – Teen advisor and CTOC officer.
  - c. The individual will be on probation for three productions.
  - d. Document on Bullying worksheet for the individual.
- 2. 2<sup>nd</sup> offence**
  - a. Removed from activity/show
  - b. Parent notified.
  - c. Document on the Bullying worksheet for the individual.
  - d. Continued probation, to encompass three productions from removal, not including show removed from.
- 3. 3<sup>rd</sup> offense**
  - a. No longer welcome at Children's Theatre or BTS.
  - b. Parent notified.
  - c. Document on the Bullying worksheet for the individual.
4. Probation is a period in which one should be on one's best behavior; whatever the most recent step taken during a probationary period is, an additional act of bullying is accelerated to the next level.
  - a. If an individual is on probation and is found to have engaged in bullying behavior in a production separate from the production in which one was placed on probation, the individual will be suspended from the current production.
  - b. If one has been suspended from a production and remains on probation and is in a separate CTOC or BTS production, and is found to have engaged in bullying behavior, one will be suspended from the current production and will no longer be welcome at CTOC.
5. When Bullying is perceived to have occurred during BTS activities: The same consequences, the probation period will be six months.



6. After 3<sup>rd</sup> strike, the individual will sit out of CTOC activities for 1 year. The individual would then write a letter to the BOD expressing their desire to be reinstated and examples of how their behavior has improved. One letter of recommendation would also be required.

I have read the CTOC Bullying policy:

_____	_____
Child	Date
_____	_____
Parent/Guardian	Date