



المدرسة الفلبينية
THE PHILIPPINE SCHOOL
"LEADER IN ACADEMIC EXCELLENCE AND VALUES FORMATION"

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THE PHILIPPINE SCHOOL ABU DHABI ANTI-BULLYING POLICY A.Y 2026-2027

(Transform. Progress. Succeed)





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ANTI-BULLYING POLICY

The Philippine School Abu Dhabi values a healthy and peaceful educational environment. All members of the School community, which includes students, parents and guardians, and the community members should be made aware of the negative effects that bullying can have on victims and the School in general, and should work towards ensuring that students can work in an environment without fear.

The School will do whatever is reasonably necessary and possible within its authority to eradicate bullying in all its forms. The School takes a strong stance against bullying. Bullying is unacceptable in our School and will not be tolerated.

I. DEFINITIONS & FORMS OF BULLYING

1. What is BULLYING?

"Bullying" refers to any severe, repeated use by one or more students of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student that has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his property; creating a hostile environment at school for the other student; infringing on the rights of another student at school; or materially and substantially disrupting the education process or the orderly operation of a school; such as, but not limited to, the following:

Any unwanted physical contact between the bully and the victim like punching, pushing, shoving, kicking, slapping, tickling, headlocks, inflicting school pranks, teasing, fighting and the use of available objects as weapons;



Any act that causes damage to a victim's psyche and/or emotional well-being;

- **Any slanderous statement or accusation** that causes the victim undue emotional distress like directing foul language or profanity at the target, name calling, tormenting and commenting negatively on victim's looks, clothes and body;
- **"Cyber-bullying" or any bullying done through the use of technology or any electronic means.** The term shall also include any conduct resulting to harassment, intimidation, or humiliation, through the use of other forms of technology, such as, but not limited to texting, email, instant messaging, chatting, internet, social media, online games, or other platforms or formats as defined in DepED Order No. 40, s. 2012.

The most common places where cyber-bullying 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

2. Other Forms of Bullying

The term "bullying" shall also include:

- **"Social bullying"** refers to any deliberate, repetitive and aggressive social behavior intended to hurt others or to belittle another individual or group;
- **"Gender-based bullying"** refers to any act that humiliates or excludes a person on the basis of perceived or actual sexual orientation and gender identity (SOGI);



- Retaliation against a student who reports bullying, who provides information during an investigation of bullying, or who is a witness to or has reliable information about bullying; and all other forms of bullying analogous to those provided under the Anti-Bullying Law and its IRR.

3. Common Forms of Bullying

The common forms of bullying shall include, but is not necessarily limited to, the following:

1. Calling names with the express purpose of humiliating, embarrassing a student, or otherwise cause trouble.
2. Rudeness and Intimidation. These may be done through unwanted physical acts but may also be carried through non-verbal means. A mean look or stare is an example of a non-verbal bullying.
3. Threats and extortion. Creating fear and extorting money, food or possessions from other students. Threatening texts or messages in chat rooms and social media sites are included in this form.
4. Malicious gossip and exclusion from the group. Circulating gossip or damaging stories that tends to discriminate, exclude, and hate another student.

II. PREVENTION PROGRAMS

The Philippine School Abu Dhabi shall raise the awareness of the anti-social nature of bullying through various programs; assemblies; activities; and integration in the curriculum as it may deem appropriate. The School undertakes to develop anti-bullying programs that are comprehensive, multi-faceted and shall involve all education stakeholders and personnel. The programs may contain among others:

(1) School-wide initiatives centered on:



- a. positive school climate and environment conducive to the attainment of learning objectives, the development of healthy relationships and the understanding of and respect for individual differences;
- b. periodic assessment and monitoring of the nature, extent, and perceptions of bullying behaviors and attitudes of students;
- c. periodic review and enhancement of the students' and personnel's manual or code of conduct in relation to bullying;
- d. conduct of activities for students, school personnel and service providers on how to recognize and respond to bullying;
- e. continuing personnel development to sustain bullying prevention programs;

(2) Classroom-level initiatives that focus on:

- a. reinforcing school-wide rules pertaining to bullying;
- b. building a positive sense of self and interpersonal relationships through the development of self-awareness and self-management, interpersonal skills and empathy, and responsible decision-making and problem-solving;
- c. discussion of issues related to bullying, and strategies for responding to and reporting of incidents of bullying;
- d. teaching positive online behavior and safety and how to recognize and report cyber-bullying; and
- e. providing an inclusive and caring learning environment for students.

(3) Involving parents in bullying prevention activities, such as:

- a. discussions on this Policy, emphasizing bullying prevention during Parents-Teachers Association meetings and seminars; and
- b. conducting or sponsoring education sessions for parents to learn, teach, model, and reinforce positive social and emotional skills to their children.



(4) Monitoring vulnerable students:

Monitoring students who are vulnerable to committing aggressive acts or who are perpetrators of bullying, or who are possible targets or victims, for the purpose of early intervention. This activity shall be conducted with utmost confidentiality and respect for all parties concerned.

III. INTERVENTION PROGRAMS

The School shall develop intervention programs to promote the continuity of comprehensive anti-bullying policies. Intervention refers to a series of activities which are designed to address the following:

- a. issues that influence the student to commit bullying;
- b. factors that make a student a target of bullying; and
- c. effects of bullying.

Forms of Intervention

Interventions may include programs such as counseling, life skills training, education, and other activities that will enhance the psychological, emotional and psycho-social well-being of both the victim and the bully. Such programs may:

- a. involves activities that will address acts of bullying;
- b. emphasizes formative and corrective measures rather than punishment; positive reinforcement and reward for positive behavior;
- c. conforms to principles of child protection and positive and non-violent discipline;
- d. helps the victim, the bully, and the bystanders understand the bullying incident and its negative consequences; and



- e. provides opportunities to practice pro-social behavior.

The School shall develop Intervention strategies involving all parties such as bullies, victims, bystanders, parents, school personnel, service providers and all other persons who may be affected by the bullying incident.

IV. THE ANTI-BULLYING COMMITTEE

The School's existing Child Protection Committee (CPC) shall also be designated as the School's Anti-Bullying Committee as required under DepEd Order No. 40, series of 2012.

Composition

The Committee shall be composed of the following:

- a. Principal - Chairperson
- b. Guidance Counselor - Vice Chairperson
- c. Vice Principal
- d. Academic Coordinator
- e. Student/ Child Protection Coordinator
- f. Representative of the Teachers
- g. Representative of the Parents
- h. Representative of students

Functions

The Anti-Bullying Committee shall perform the following tasks:

- a. Conduct awareness-raising programs with school stakeholders in preventing and addressing bullying;
- b. Ensure that the anti-bullying policy adopted by the school is implemented;



- c. Monitor all cases or incidents related to bullying reported or referred by the teacher, guidance counselor or coordinator or any person designated to handle prevention and intervention measures mentioned by the preceding sections of this Policy; and
- d. Make the necessary referrals to appropriate agencies, offices or persons, as may be required by the circumstances.

V. HANDLING BULLYING INCIDENTS IN THE SCHOOL

IMMEDIATE RESPONSES

The victim or anyone who witnesses or has personal knowledge of a bullying incident or retaliation shall immediately call the attention of any school personnel. The school personnel who were notified of a bullying incident or retaliation shall intervene, by:

- a. Stopping the bullying or retaliation immediately;
- b. Separating the students involved;
- c. Removing the victim or, in appropriate cases, the bully or offending student, from the site;
- d. Ensuring the victim's safety, by:
 - 1. Determining and addressing the victim's immediate safety needs; and
 - 2. Ensuring medical attention, if needed, and securing a medical certificate, in cases of physical injury.
- e. Bringing the bully to the office of student welfare/prefect of discipline/guidance office

SANCTIONS

- 1) If the act of bullying committed does not fall under any offense defined in the Student Manual, the following sanctions shall apply:

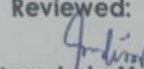


- 1.1 First Offense: Reprimand and Summon of Parents
- 1.2 Second Offense: Suspension from Classes for three (3) to five (5) school days, or Community Service for three (3) to five (5) school days, or both. The duration of the suspension and/or community service may be further reduced or lengthened by the School depending on the nature, gravity or severity of the bullying act.
- 1.3 Third or Subsequent Offense: Non-Readmission to Exclusion.
- 2) If the act of bullying committed falls under an offense already defined and prohibited in the Student Manual, the higher penalty or sanction shall apply.
- 3) Depending on the seriousness or gravity of the offense committed and/or the extent of injuries suffered by the victim, the School reserves the right to impose the extreme penalty of expulsion subject to approval of ADEK.
- 4) In addition to the disciplinary sanction imposed, the School may, after careful evaluation, likewise refer the alleged bully and/or the alleged victim for counseling of School's Guidance Counselor or to a private counselor of their choice, or to other intervention programs of the School should it become necessary.

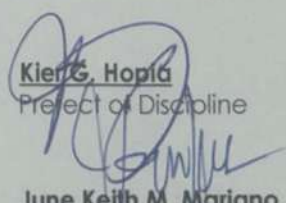
Prepared:


Louis Katherine D. Abucay
Child Protection Officer

Reviewed:

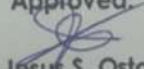

Luzmina M. Divino
Vice Principal

Committee Members:


Kier G. Hopia
Prefect of Discipline

June Keith M. Mariano
OHS/ Compliance Officer

Approved:


Jesus S. Ostos Jr.
Principal



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ACKNOWLEDGEMENT

I confirm that I have **received, read, and understood** the TPS Anti-Bullying Policy.

I understand that bullying, cyberbullying, harassment, and other harmful behaviors are not allowed in our school.

I agree to **treat everyone with respect and kindness**, follow the school's policies, and report any bullying or safety concern to the appropriate school personnel.

I will do my part in keeping TPS a **safe, respectful, and inclusive school community**, in line with ADEK and TPS policies.

Student's Name: _____

Grade & Section: _____

Parent's Name: _____

Parent's Signature: _____

Date: _____

