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## Launching Policy to Protect Students From Bullying in an Urban Population

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**Purpose:** To reduce bullying incidents to an ultimate goal of zero events in 2018 in an urban school district.

**Methods:** A root cause analysis was done and revealed the following: 1) Weak or non-existent student and parent leadership. 2) Weak or non-existent after-school programs for academic and behavioral support. 3) Low self-esteem among “bullies” and “victims.” 4) Lack of team-building activities. 5) Lack of funding for parent-led activities. 6) No collaboration with community resources. 7) Weak or non-existent intra- and interschool communication. 8) No anonymous means to report bullying. 9) No recognition for excellent work. 10) No repercussions or rules against bullying.

**Results:** The following evidenced-based interventions raised awareness against bullying in the school district: 1) Strong parent council and development of student council. 2) Academic clinic and after-school programs. 3) Non-punitive approach to build self-esteem among students. 4) Fun activities such as Munchkins with Mom, Teachers Day, Afternoon with a Football Linebacker, Singing with a Princess, Fashion Shows, Dance Contests, etc. 5) Fundraisers such as Plant Sale, Faculty v. Students Basketball Tournament, Christmas Sale. 6) Collaboration with various organizations such as Parent Resource Center (State), Division of Child Protection and Permanency (City), Prosecutors Office (City), Police Department (City), Child Assault Protection (State), Boys and Girls Club (County), etc. 7) Communication with school community through website, emails, text messages, phone calls, updates on bulletin board, flyers, and monthly meetings. 8) Anonymous reporting box on every floor in participating schools. 9) Student of the Month and Best Teacher Awards. 10) Launching of Anti-Bullying Campaign in 2011 and Anti-Bullying policy in 2012. In school-year 2016-2017, there was only one reported bullying in sample school. In 2017-2018, there were 13 bullying events. The other 41 schools in the same urban school district reported similar findings.

**Conclusion:** Evidence-based interventions led to the launching of a policy that protects students from bullying in an urban school district. The anti-bullying campaign is ongoing to this day; protecting children from bullying on a daily basis and thereby preventing and decreasing treatments for physical and psychological injuries.

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**Title:**

Launching Policy to Protect Students From Bullying in an Urban Population

**Keywords:**

anti-bullying policy in schools, evidenced-based interventions against bullying in schools and protecting students against bullying

**Abstract Summary:**

Prior to 2007, bullying in 42 urban schools was rampant. In sample school, around 1,200 students got bullied per school-year. Root cause analysis was done and evidence-based interventions were conducted from 2007 to 2013. A policy was launched district-wide. In school-year 2017-2018, there were 13 reported bullying in sample school.

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**Author Summary:** Amanda Tobias has always been an innovator, leader, collaborator, and champion for improvement; attributes of a true Sigma Nurse. When students were being beaten up in their schools in her community, Amanda was galvanized into action. In fact, the Major and City Council of Jersey City, New Jersey, gave Amanda the Woman of Action Award for this project that stems from Amanda's passion to serve.