

I. Anti-Bullying Policy

The school is committed to promoting a safe, healthy, caring, and respectful learning environment for all of its students. As such, bullying is strictly prohibited and will not be tolerated. Therefore, this policy prohibits any unwelcome verbal or written conduct or gestures directed at a student by another student that has the effect of:

- (1) physically, emotionally, or mentally harming a student;
- (2) damaging, extorting or taking a student's personal property;
- (3) placing a student in reasonable fear of emotional or mental harm;
- (4) placing a student in reasonable fear of damage to or loss of personal property; or
- (5) creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities or the Catholic mission of the school.

1. Definition

- a. **Bullying** is the willful and repeated harm inflicted upon another individual which may involve but is not limited to: teasing, name-calling, slurs, rumors, jokes, false accusations, intimidation, stalking, innuendos, demeaning comments, pranks, social isolation, gestures, cyber-bullying or other verbal or written conduct. Cyber-bullying includes the following misuses of digital technology: teasing, intimidating, or making false accusations about another student by way of any technological tool, such as sending or posting inappropriate email messages, instant messages, text messages, digital images or website postings (including blogs and social network sites). Bullying reflects a pattern of behavior, not a single isolated incident.
- b. This definition includes students who either directly engage in an act of bullying or who, by their behavior, support another student's act of bullying.

2. Scope

- a. This policy prohibits bullying that occurs either:
 - i. on school premises before, during, or after school hours;
 - ii. on any bus or vehicle as part of any school activity; or
 - iii. during any school function, extracurricular activity or other school-sponsored event or activity.

3. Reporting Complaints

- a. Each student and parent has a duty to report any bullying to the school immediately. If a student experiences (or a parent witnesses or learns of) any incident of bullying, the incident must be promptly reported to the school principal. The principal will provide the student/parent with the Bullying Complaint Report Form which must be completed, dated and signed by the complaining party so that the school may initiate further inquiry, when appropriate.

4. Disciplinary Action

- a. Any student found to have violated this policy may be subject to appropriate disciplinary action, which may include: temporary removal from the classroom, loss of privileges, detention, counseling, parent conference, suspension, expulsion, and/or notification to appropriate authorities. The disciplinary action may be unique to the individual incident and may vary in method and severity based on the principal's discretion.

False reports or accusations of bullying also constitute a violation of this policy and may subject the offending party to appropriate remedial action which may include, but is not limited to, the assessment of costs incurred by the School in its investigation and review of any reports deemed to have been made in bad faith.

Bullying/Harassment Investigation Disclosures

While the School generally prohibits the nonconsensual disclosure of information contained in educational records, limited exceptions apply including for the disclosure to victims of bullying or harassment when disciplinary sanctions or other measures relate directly to the victim. Parents hereby consent and acknowledge that the School may, pursuant to this exception, disclose to the victims of harassment or bullying, and to their parents, any information related to disciplinary sanctions and/or other measures that relate to the harassment and/or bullying at issue regardless of whether the matters disclosed are part of an educational record.

Mother of Our Redeemer Catholic School

Anti- Bullying Protocol

What must the student do? (Teachers are to train their students on these steps and make sure they understand them and follow them).

1. Do not laugh or join
- 2. Tell a teacher what is happening**
3. Speak up for the other kid
4. Stand by your friend
5. Be assertive, not aggressive

6. Firmly tell the bully to stop
7. Quickly get away from the situation
8. Immediately tell a trusted adult

All Students Have a Right to: (Teachers must post these rights in a visible place in the classroom).

1. Feel safe in the classroom
2. Not experience peer pressure
3. Not be teased or abused
4. Be forgiven for our mistakes
5. Be respected for who we are
6. Be accepted just as we are

When a student places a complaint about bullying, they must:

1. Be clear about what happened
2. Say who was involved
3. Say who saw it happened
4. Say what you have done about it

What must the teachers do?

1. Report it to administration immediately
2. Ask the principal to provide the student/parent with the **Bullying Complaint Report Form** which must be completed, dated and signed by the complaining party so that the school may initiate further inquiry, when appropriate.
3. Initiate investigation of the issue. Gather information.
4. Take disciplinary action. Decide with the principal what disciplinary action will be taken:
 - temporary removal from the classroom,
 - loss of privileges,
 - detention,
 - **counseling** (mandatory)
 - **parent conference** (mandatory)
 - suspension,
 - expulsion,
 - notification to appropriate authorities.

*The disciplinary action may be unique to the individual incident and may vary in method and severity based on the principal's discretion.

*False reports or accusations of bullying also constitutes a violation of this policy and may subject the offending party to appropriate disciplinary action.