

## **Bullying Prevention Policy**

The School believes that all student and staff members have a right to a safe and healthy school environment. The district, schools, and community have an obligation to promote mutual respect, tolerance, and acceptance.

The School will not tolerate behavior that infringes on the safety of any student and staff member. A student and staff member shall not intimidate or harass another student and staff member through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

The School expects student and staff members to immediately report incidents of bullying to the principal or designee. Staff is expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying should be promptly investigated. This policy applies to student and staff members on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campuses, the School will provide staff development training in bullying prevention and cultivate acceptance and understanding in all student and staff members to build each school's capacity to maintain a safe and healthy learning environment

Teachers should discuss this policy with their student and staff members in age-appropriate ways and should assure them that they need not endure any form of bullying. Student and staff members who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Each school will adopt a Student and staff member Code of Conduct to be followed by every student and staff member while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Student and staff member Code of Conduct includes, but is not limited to:

- Any student and staff member who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Student and staff members are expected to immediately report incidents of bullying to the principal or designee.
- Student and staff members can rely on the School to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student and staff member or the parent of a student under the age of 18 feels that appropriate resolution of the investigation or complaint has not been reached, the student and staff member or the parent of the student should contact the Director or the Office or the Chief Executive Officer. The School prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All staff, student and staff members will receive a summary of this policy prohibiting bullying: in the Enrollment and Orientation Process or at the time the staff member is hired, as part of the student and staff member handbook and/or information packet. The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Staff is expected to immediately intervene when they see a bullying incident occur.

- People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.

## **Policy for Conflict Resolution**

The School believes that all student and staff members have a right to a safe and healthy school environment. Part of a healthy environment is the freedom to openly disagree. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others. To prevent conflict, the School will incorporate conflict resolution education and problem solving techniques into the curriculum and campus programs. This is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment

The School will provide training to develop the knowledge, attitudes, and skills student and staff members need to choose alternatives to self-destructive, violent behavior and dissolve interpersonal and intergroup conflict. Each school will adopt a Student and staff member Code of Conduct to be followed by every student and staff member while on school grounds, when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Student and staff member Code of Conduct includes, but is not limited to, the following:

- Student and staff members are to resolve their disputes without resorting to violence.
- Student and staff members, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow student and staff members resolve problems peaceably.
- Student and staff members can rely on staff trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.
- Student and staff members needing help in resolving a disagreement, or student and staff members observing conflict may contact the Director and request peer mediators.
- Student and staff members involved in a dispute will be referred to a conflict resolution or peer mediation session with trained adult or peer mediators. Staff and mediators will keep the discussions confidential.
- Conflict resolution procedures shall not supplant the authority of staff to act to prevent violence, ensure campus safety, and maintain order, and discipline student and subordinate staff members.