

Harassment and Bullying Prevention Policy

Adopted: SCSBC September 2000

Revised: September 2010

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Rationale

“Live in peace with each other. And we urge you, brothers and sisters, warn those who are idle, encourage the timid, help the weak, be patient with everyone. Make sure that no one pays back wrong for wrong, but always try to be kind to each other and to everyone else.”

(1 Thessalonians 5:13b-15)

School boards have the authority and obligation to develop policy and procedures that address harassment, sexual harassment, bullying, discrimination, intimidation, and the isolation of individuals. As a Christian school, we are called to be faithful and just. Our best response is twofold: we will be intentional to prevent bullying, harassment, and/or intimidation, and we will not tolerate bullying, harassment, and/or intimidation.

Our expectations are that students will maintain an attitude that is cooperative, courteous, inclusive, and respectful while at school, school events, and where their actions affect the school community. Students have a responsibility to respect the rights and dignity of others and to become actively involved in their own academic learning, social growth, and personal relationship with God. Our goal is that students can study in an atmosphere that fosters success in reaching our mission and the school will be a safe, caring and orderly environment. Parental involvement is a very important factor in situations involving bullying. We will work together to address bullying issues.

According to the IB Learner Profile, being principled means that “we act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.” WRCA further interprets that by stating “we act justly, love mercy and walk humbly. We recognize and speak against injustices that we encounter. We reflect our creator by exhibiting the fruits of the Spirit - love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control – in our choices and actions.’

Policy Statements	Regulations
1. WRCA will be a safe and caring environment.	1.1 A safe and caring school environment is free from acts of: <ul style="list-style-type: none">- bullying- cyber bullying- threats and intimidation- harassment- retribution against a person who has reported incidents- violence and abuse

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	<ul style="list-style-type: none"> - discrimination against race, culture, colour, disabilities, gender, gender identity and expression, religious beliefs, sexual orientation, ancestry, or national origin <p>1.2 Bullying Behaviour defined:</p> <ul style="list-style-type: none"> - Power Imbalance – one child has power over the other(s) - Intention to Harm – intended to harm or hurt others on purpose - Repeated over time – gets worse with repetition, there is real or implied threat that the behaviour will not stop and in fact will become even more serious <p>1.3 Mean Behaviour defined:</p> <ul style="list-style-type: none"> - Not planned, happens spontaneously or by chance - May be aimed at any student nearby - Student being mean may feel badly when an adult points out the harm caused
<p>2. Prevention and Remediation are important steps to eliminating bullying.</p>	<p>2.1 Prevention will include:</p> <ul style="list-style-type: none"> - At least once per year, professional development for administrators and all staff to increase awareness of the prevalence, causes, and consequences of bullying and to increase the use of evidence-based strategies for preventing bullying. - School staff to meet the minimum level of ERASE training. - School climate improvement efforts in order to promote student involvement in the anti-bullying efforts, peer support, mutual respect, and a culture which encourages students to report incidents of bullying to adults. - Collaboration with families and the community to inform parents about the prevalence, causes and consequences of bullying, including its central role as a public health hazard, and the means of preventing it. <p>2.2 Remediation will include:</p> <ul style="list-style-type: none"> - Professional development opportunities for school staff on how to respond appropriately to students who bully, are bullied, and are bystanders who report bullying. - Education/intervention for the students exhibiting bullying behaviors will include teaching replacement behaviors, empathy, tolerance, and sensitivity to diversity. - Remedial measures designed to correct the bullying behavior, prevent another occurrence, and protect the complainant. - Support/counseling for the complainant with protection from retaliation and further episodes of bullying.
<p>3. Consequences play an important role in the bully prevention policy.</p>	<p>3.1 All consequences will take into account the students age, maturity and special needs, if any.</p> <p>3.2 The following list of consequences is presented in no particular order and is provided as a guide that by no means limits school administrators from implementing other additional consequences and remedial actions:</p> <ul style="list-style-type: none"> - Loss of a Privilege.

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	<ul style="list-style-type: none"> - Verbal Reprimand. - Parental Notification. - Reassignment of Seats in Class, Common Areas, and/or on School Bus. - Reassignment of Classes (if possible). - Reparation to Victim in the Form of Payment for or Repair of Damage to Possession. - In-School Suspension. - Out-of-School Suspension. - Referral to Law Enforcement (e.g. RCMP). - Expulsion.
<p>4 Procedures for the Prompt Investigation of Acts of Bullying, Harassment, and/or Intimidation</p>	<p>4.1 The following procedure for the investigation of acts of bullying, harassment, and/or intimidation is presented as a guide that by no means limits school administrators from implementing other additional investigating procedures.</p> <ol style="list-style-type: none"> 1 All reports must be written using the <i>Bullying, Harassment, and/or Intimidation Reporting Forms</i>. These forms are available in the main office, from the counselor or on the school website. 2 All reports of bullying will be promptly and appropriately investigated by school administrators 3 School administrators will determine whether bullying, harassment, and/or intimidation took place and whether others played a role in perpetuating this act. 4 School administrators will notify parents of the complainant and alleged offender of the incident. 5 School administrators will apply consequences and/or remedial actions. The alleged offender will be informed that retaliation against a victim or bystander is strictly prohibited and that progressive consequences will occur if the activity continues. 6 The school administrator will create a written record of the incident and any disciplinary actions taken. 7 Some acts of bullying, harassment, and/or intimidation could also be criminal acts. If they appear to be criminal acts, they shall be promptly reported to a law enforcement agency.

The school leadership team through consultation with the school staff developed this policy, and it was approved by the WRCA Board of Directors. It will be communicated to the school community and made available on the school website. The leadership team will review the policy and the WRCA Board of Directors will approve suggested revisions every two years.