



BULLYING—Bullying is a form of aggression that occurs when a person who perceives a power imbalance willfully subjects another person (victim) to an intentional, unwanted and unprovoked hurtful verbal and/or physical action(s) resulting in the victim feeling stressed, injured or uncomfortable at any school site or school sponsored activity.

Bullying may also occur as hazing, including initiation rites against a new student or a new member of a team.

Our Lord Jesus Christ tells us in Luke 6:31, “Do to others as you would have them do to you.” We don’t always treat each other with the love and respect we all deserve. This policy is written to help show each other what is expected and to give guidance when we fail to do as God has commanded us.

Students who engage in bullying shall be subject to a range of consequences to include (but not be limited to) verbal or written reprimand, in-school or out-of-school suspension, change of placement and/or expulsion.

1. Examples or types of bullying may include, but are not limited to:

- physical bullying—punching, shoving, poking, strangling, hair-pulling, beating, biting and excessive tickling
- verbal bullying—hurtful name-calling, teasing and gossip
- emotional or psychological bullying—rejecting, terrorizing, extorting, defaming, humiliating, blackmailing, rating/ranking of personal characteristics such as race, disability, ethnicity or perceived sexual orientation; manipulating friendships, isolating, ostracizing and peer pressure
- sexual bullying—many of the actions listed above as well as exhibitionism, voyeurism, sexual propositioning, sexual harassment and abuse involving actual physical contact and sexual assault. In many cases, gender and cross-gender sexual harassment may also qualify as bullying.

2. Bullying is usually characterized by repeated harmful actions on the part of the bully(ies).

3. A student has the right to report bullying without fear of reprisal or retaliation at any time. Retaliation is defined as “to pay back (an injury) in kind.” When a person is accused of behaving inappropriately, especially bullying, a common reaction is to be angry and want to pay the “victim” back, or retaliate. Such behavior is forbidden. Some examples of retaliation are:

- attempting to discuss the matter in any way while it is under investigation;
- spreading rumors;
- following the person;
- becoming physical in any way;
- destroying property;
- using the cell phone or any other electronic or written form of communication to retaliate in any way;
- ostracizing

Allegations of bullying shall be promptly investigated, giving due regard to the need for confidentiality and the safety of all persons involved. The allegations will be investigated by the person it was reported to and then the results reported to the principal and/or pastor. If need be, the Principal or Pastor will continue the investigation. If allegations are founded, parents will be notified, and proper consequences applied.

False accusations are a form of bullying.

4. IF YOU ARE THE TARGET OF BULLYING:

- Clearly tell the bully(ies) to stop;
- Don’t ignore the incident. **Immediately** report the incident to a teacher, pastor or principal. Tell your parents.
- If the bullying continues after you have clearly told the bully(ies) to stop, write down the date and time of the incident, witnesses and people involved in the incident. Report the incident **immediately** to a teacher, pastor, or principal. Tell your parents.
- Avoid being alone with the person(s) who have attempted to bully you in the past.

5. TO MINIMIZE THE RISK OF BEING ACCUSED OF BULLYING:

- Keep your hands to yourself.
- Remember that no one has a right to harm another person in any way.
- Think before you speak and act.
- Immediately apologize if you accidentally say or do something that has made another person feel stressed, scared or intimidated.
- Report all incidents of bullying behavior you have witnessed to a teacher, pastor or principal.
- Don’t touch anyone without his or her permission and especially in an inappropriate way.
- Don’t keep interacting with a person after he or she has perceived your behavior toward him or her as being inappropriate and has clearly told you to stop.
- Don’t make remarks that may cause another person to feel stressed, scared or intimidated