VELOS

BULLYING, HARASSMENT OR INTIMIDATION POLICY

Velos exists to glorify God. We believe that every student is created in the image of God and deserves to learn and grow in an environment rooted in love, respect, and safety.

Policy Statement

Velos strictly prohibits all forms of bullying, harassment, or intimidation - whether by students, athletes, staff, volunteers, or third parties. Any behavior that interferes with or disrupts a student's ability to learn, feel safe, or fully participate in Velos programs will not be tolerated. This applies to all Velos properties, events, and digital platforms, as well as behavior occurring off-site that creates a hostile environment within the Velos community.

Reporting a Complaint

Any student who believes they have been subjected to bullying, harassment, or intimidation - or any parent or guardian who suspects such behavior - it is your responsibility to report it **immediately** to the **Executive Director** or their student's designated **Velos Administrator**. Prompt reporting allows for swift investigation and helps prevent escalation. Velos will act quickly, at the discretion of leadership, to address concerns with appropriate action. If necessary law enforcement will be contacted.

Reports may be submitted verbally or in writing and will be kept as confidential as possible. Every concern will be treated with respect, compassion, and seriousness.

Investigation & Corrective Action

Velos will promptly investigate all reports to determine the facts and will take actions necessary to:

- End the misconduct
- Prevent it from recurring
- Support the well-being of the targeted student

If bullying, harassment, or intimidation is confirmed, Velos will respond with timely and age-appropriate corrective action. This may include but is not limited to:

- Disciplinary action (up to and including student expulsion or staff termination)
- Required restorative actions
- Written or verbal apologies
- Communication affirming our zero-tolerance policy
- Referral to law enforcement when necessary

Parents/guardians of the involved student(s) will be notified of the outcome and advised on how to report any subsequent incidents.

Definition of Bullying, Harassment, or Intimidation

These behaviors are defined as gestures, electronic communications, or written, verbal, physical, or sexual acts that a reasonable person would understand to:

- Cause physical or emotional harm to a student
- Damage or take a student's personal property
- Place a student in fear of harm or property loss
- Demean or insult a student or group.

Examples of Prohibited Conduct

- Physical aggression (hitting, punching, kicking)
- Verbal abuse (insults, racial/sexual slurs, name-calling)
- Humiliating or shaming another student
- Damaging or stealing personal property and/or taking possessions without permission.
- Threatening language, gestures, or actions
- Gossip, rumors, or slander (written, verbal, or electronic)
- Cyberbullying via text messages, email, or social media platforms

Creating a Culture of Accountability

Velos is committed to a Christ-centered community that reflects God's love and truth. We rely on students, parents, and staff to help identify and report misconduct so that we can protect those entrusted to our care.

If you see something, say something. If they are doing it to you, they are doing it to someone else.
We are stronger and safer together.