

Gillespie Homeschool Enrichment – Conflict Resolution Policy

At Gillespie Homeschool Enrichment, we are committed to maintaining a positive, respectful, and collaborative environment for all students, families, and instructors. We recognize that conflicts may occasionally arise, and we believe in addressing them promptly, thoughtfully, and constructively.

General Principles:

- All members of our community—students, parents, and staff—are expected to treat one another with respect and kindness, even in disagreement.
- Concerns and misunderstandings should be addressed directly, calmly, and privately whenever possible.
- Open communication and active listening are essential for resolving issues peacefully.

Conflict Resolution Process:

1. Student-to-Student Conflicts

- Minor disagreements will be addressed by the instructor or staff member present at the time.
- Students will be encouraged to express their concerns respectfully and work toward a peaceful solution.
- If the conflict continues, the program director will follow up with both students and their parents.

2. Student/Parent-to-Staff Conflicts

- If a student or parent has a concern involving a staff member, they should bring it directly to the program director in a respectful and timely manner.
- A meeting will be arranged (in person, by phone, or via BAND) to discuss the concern and work toward resolution.

3. Ongoing or Serious Issues

- If a conflict cannot be resolved through direct communication, the program director will document the issue and schedule a formal meeting with those involved.
- A behavioral or support plan may be created if necessary.
- In cases of repeated or serious misconduct, the program reserves the right to dismiss a student or family from participation.