



Policy #4002

STUDENT EXPECTATIONS

BULLYING AND HARASSMENT POLICY

Overview:

All Saints Academy strives to provide a peaceful environment for children where respect and reconciliation are foundational elements. Bullying, a form of harassment, is an act of repeated or isolated aggressive behavior that hurts or gains power over another, physically or mentally. The key unacceptable behavioral component is the attempt to intimidate or humiliate. All Saints Academy prohibits acts of bullying at school or any school-related activities and has determined that such acts, like other disruptive behavior, compromise the school's mission and values.

Definition:

Bullying manifests itself physically, emotionally, relationally, and electronically and is conduct that meets some of or all of the following criteria:

- may include, but not be limited to, written, verbal, non-verbal, physical, and or electronic means
- is directed at one or more students by one or more students
- interferes with a student's ability to function in and benefit from the educational programs and/or activities
- interferes with educational opportunities, benefits or programs of one or more students
- may include discrimination against, but not limited to, the following characteristics; race, color, religion, gender, ancestry, national origin, sexual orientation, intelligence, mental or physical impairment, or unconventional social behaviors, physical attributes and perceived social status.

Consequences:

Consequences for bullying behavior will be consistent with good citizenship and may include, but are not limited to detention, in-school suspension, suspension and expulsion. In determining the appropriate consequences to bullying behavior, the administration will consider the following factors:

- Age, development and maturity levels of the parties involved
- Degree of harm
- Surrounding circumstances
- Nature and severity of the behavior(s)
- Past or continuing behavior(s)
- Relationship between the parties involved
- Context in which the alleged incident(s) occurred
- Role as bystander

Following a bullying incident, measures will be taken in a timely manner to correct the problem behavior, prevent a recurrence of the behavior and protect the victim of the bullying act.

Bystander Rule:

Bystanders of bullying incidents often support these behaviors through inaction and silence. All Saints Academy will encourage student bystanders to either attempt to stop the bullying behavior or to report it to a member of the faculty or staff. Retaliation against any person who reports an act of bullying is prohibited.

Reporting Policy:

Bullying behavior reported to faculty, staff, parents/guardians, will be brought to the administration.

Adopted: October 5, 1994
Revised: June 6, 2020, February 15, 2012

All Saints Academy
Breese, IL

Principal Signature

Pastor/Superintendent Signature