

# Risen Christ Lutheran School Anti-Bullying Policy

Risen Christ Lutheran School (RCLS) must provide a physically safe and emotionally secure environment for all students and all school personnel. Our goal is to enhance/create positive learning and teaching environments. The State Board of Education defines a positive climate as one that emphasizes and recognizes positive behaviors, evokes nonviolence, cooperation, teamwork, understanding and acceptance toward all students and staff in, and in transit to and from, the school environment.

RCLS strives to have a school atmosphere in which harassment, intimidation or bullying will not be tolerated by students, faculty or school personnel.

**Definition:** Harassment, intimidation or bullying shall be defined as any intentional written, verbal, graphic, or physical act that a student or group of students exhibits toward another student and/or staff member more than once that causes mental or physical harm to the recipient; and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student and/or staff member.

## **Bullying Behaviors**

**Physical Bullying-** using physical force to hurt another student or staff member with behaviors that may include but are not limited to hitting, punching, pushing, shoving, kicking, spitting, pinching, getting in the way or holding. It is also physical bullying to interfere with another student's belongings, to take or break possessions, and to demand or steal money.

**Verbal Bullying-** directing words at another student/staff member with the intention of putting down or humiliating. This includes but it not limited to threatening, taunting, intimidating, insulting, sarcasm, name-calling, teasing, put-downs and ridiculing. It is also considered verbal bullying when a student uses hostile gestures towards another student, such as making faces, staring, giving the evil eye, and eye-rolling.

**Relational Bullying-** when a student influences other students' friendships and relationships with actions that include but are not limited to deliberately leaving them out, spreading gossip and/or rumors, whispering about them, giving the silent treatment, ostracizing or scape-goating. Relational bullying also includes writing words or creating cartoons, posters or drawings about another student designed to hurt or humiliate that student.

**Cyber-bullying-** is defined as bullying through the use of technology or any electronic communication. This includes, but is not limited to, electronic mail, internet communications, instant messaging, posting on social networking sites, or facsimile communications. Cyber-bullying includes creating a web page or blog in which the creator assumes the identity of another person, the knowing impersonation of

another person as the author of posted content or messages, or the distribution by electronic means or communication of messages that meets the definition of bullying above, whether distributed directly or creating a posting that may be accessed by one or more persons. Since most cyberbullying takes place off school grounds, in order for the school to intervene and discipline, the administrator will need to make the determination that the cyberbullying has adversely affected the “good order of the school” and that, because of the cyberbullying, there is an imminent threat to the safety of a student/staff member or to the school learning environment.

***Racist Bullying***- refers to a range of hurtful behavior, both physical and psychological that makes a person feel unwelcome, marginalized, excluded, powerless or worthless because of their color, ethnic, culture, faith community, national origin or national status.

***Mob Bullying***- is a particular type of bullying behavior carried out by a group rather than by an individual. Mob bullying or mobbing is the bullying or social isolation of a person through collective unjustified accusations, humiliation, general harassment or emotional abuse. Although it is group behavior, specific incidents such as an insult or a practical joke may be carried out by an individual as part of mobbing behavior.

***Retaliation***- is when a bully harasses, intimidates, or bullies a student who has reported incidents of bullying. This also applies to students who testify in defense of the victim.

***Immunity/Retaliation***- No school employee, student, or volunteer may engage in reprisal or retaliation against a targeted student, witness, or other person who brings forward information about an alleged act of harassment, intimidation or bullying. Retaliation is prohibited and will result in appropriate discipline or other legal action.

***Students at RCLS will do the following things to prevent bullying:***

- Treat each other respectfully
- Refuse to bully others
- Refuse to let others be bullied
- Refuse to watch, laugh, or join in when someone is being bullied
- Try to include everyone in play, especially those who are often left out
- Report bullying to an adult

***Teachers and Staff at RCLS will do the following things to prevent bullying and help children feel safe at school:***

- Closely supervise students in all areas of the school and playground
- Watch for signs of bullying and stop it when it happens
- Respond quickly and sensitively to bullying reports using the Four- A- Response process ( Affirm Feelings, Ask Questions, Assess Safety, and Act by coaching child on what to do in the future)
- Look into all reported bullying incidents

## **Reporting**

All members of the Risen Christ Lutheran School community have the right and responsibility to report incidents of concern regarding negative social behaviors and bullying so that together we can maintain a safe environment for all and practice the skills necessary for positive relationships within the community. School administration and teachers are not always present to witness incidents or areas of concern, and therefore can only intervene when they are informed about them.

**Students** are encouraged to report bullying concerns to their classroom teacher or another school staff member by way of a verbal report or written note, or by completing a bullying concern report form.

**Parents** are also encouraged to report directly to faculty or administration their concerns about any bullying behaviors. Parents can share their concerns verbally or in writing, but they are encouraged to complete a bullying concern report form.

**Teachers and Staff** will report to the principal all bullying concerns and incidents that come to their attention through either direct observation or reports from others. All reports that teachers share with the administration will be documented on a bullying concern report form.

**School Administration** can also initiate a process to address an observed concern or incident. Depending on the concern, their report may be shared with the classroom teacher of the student(s) involved. All administration initiated reports will be documented on a bullying concern report form.

School Administration will maintain records of all reports filed during the school year. A summary of all reports will be compiled semiannually and made available.

**All parties are expected to treat each other with respect and dignity, and ensure the confidentiality of any issues that may arise.**

## **Intervention**

All reports of bullying concerns will be handled seriously and promptly by the faculty and administration. Upon review and investigation of a report, concerns will be addressed within the classroom by the teacher, while more serious and repeated concerns will be referred to the principal for further intervention.

Intervention in bullying concerns, like all disciplinary matters at RCLS, will be addressed with the two main goals in mind: to maintain safety and order within the learning community, and to identify, teach, and practice the skill(s) needed to prevent the unwanted behavior from occurring again.

**Investigation**

The principal will investigate complaints by meeting separately with each student involved in the situation. If a severe incident or pattern of bullying has been identified, an administrator will conference with the victim and parent/guardian to discuss safety and community resources. The administrator will also conference with the alleged perpetrator and parent/guardian to discuss appropriate behaviors and consequences.

**Discipline**

Students who are found to have bullied, harassed, intimidated, or retaliated against a student/staff member who reported acts of bullying may be subject to disciplinary action. The discipline imposed will be dependent on the nature and severity of the acts and can range from a verbal warning to expulsion.

A school employee, student, or volunteer shall be individually immune from liability in a civil action for damages arising from reporting an incident in accordance with a policy if that person reports an incident of harassment, intimidation or bullying promptly in good faith and in compliance with the procedures specified in the policy.

## Risen Christ Lutheran School Anti-Bullying Parent/Student Contract

I, \_\_\_\_\_, promise that I will do my best to keep our school a safe and caring place. This means that I will:

1. Treat ***everyone*** with kindness and respect.
2. Resolve disagreements with other students peacefully.
3. Never tease, hurt, name-call, or bully another student.
4. Refuse to join in if I see someone else being bullied.
5. Ask for help from an adult if I am bullied or see someone else being bullied.

Date: \_\_\_\_\_

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Parent's Signature

**Risen Christ Lutheran School Bullying Concern Report Form**

Name: \_\_\_\_\_ Grade \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_

Please answer the following questions about the most serious incident:

List the name of the alleged perpetrator(s) of bullying, harassment, intimidation: \_\_\_\_\_

Relationship between you and the alleged perpetrator:  
\_\_\_\_\_

Please use names (first and last if possible) for all individuals involved. Describe the incident below:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When and where did it happen? \_\_\_\_\_

Were there any witnesses?  Yes  No  
If yes, who? \_\_\_\_\_

Is this the first incident?  Yes  No  
If no, how many times has it happened before? \_\_\_\_\_

Other information, including previous incidents or threats:  
\_\_\_\_\_  
\_\_\_\_\_

*I certify that all statements made in the complaint are true and complete. Any intentional misstatement of fact will subject me to appropriate discipline. I authorize school officials to disclose the information I provided only as necessary in pursuing the investigation.*

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

School Official Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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