

St. Bede Catholic School Anti-Bullying Policy

St. Bede Catholic School is committed to providing a safe and secure educational environment for all students, staff members, volunteers and patrons. Therefore, it shall be the policy of the school to maintain an educational environment in which bullying and cyber bullying in any form will not be tolerated.

All forms of bullying and cyber bullying by St. Bede Catholic School students are hereby prohibited. Anyone who engages in bullying or cyber bullying in violation of the policy shall be subject to appropriate discipline.

Students who have been bullied or cyber bullied shall promptly report such incidents to any staff member.

Complaints of bullying or cyber bullying shall be investigated promptly, and corrective action shall be taken when a complaint is verified. Neither reprisals nor retaliation shall occur as a result of the submission of a complaint.

St. Bede Catholic School shall annually inform students and parents/guardians that bullying or cyber bullying of students will not be tolerated.

Students

St. Bede Catholic School is committed to a safe and civil educational environment for all students free from harassment, intimidation, or bullying. "Harassment, intimidation or bullying" means any intentional written, verbal, or physical act when the intentional written, verbal, or physical act:

- ◆ Physically harms a student or damages the student's property; or
- ◆ Has the effect of substantially interfering with a student's education; or
- ◆ Is severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- ◆ Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this policy requires the affected student to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation, or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral, or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the actions.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment. The school may still prohibit many behaviors that do not arise to the level of harassment, intimidation, or bullying regarding school rules.

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes: appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by this violation. False reports or retaliation for harassment, intimidation or bullying constitutes violations of this policy.

The Superintendent and the pastor are contacted by the principal and are authorized to give specific directives to the principal in the implementation of procedures addressing the elements of this policy, consistent with the investigation components set out by St. Bede Catholic School in conjunction with the Department of Catholic Schools of the Diocese of Oakland and the Pastor of St. Bede Parish.

Definitions:

Bullying shall mean unwelcome verbal, written, or physical conduct directed at student by another student that has the effect of:

1. Physically, emotionally or mentally harming a student;
2. Damaging, extorting, or taking a student's personal property;
3. Placing a student in reasonable fear of physical, emotional or mental harm;
4. Placing a student in reasonable fear of damage to or loss of personal property; or
5. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities.

Cyber bullying includes, but is not limited to the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student by way of any technological tool, such as sending or posting inappropriate or derogatory email messages, instant messaging, text

messages, digital pictures or images, video, or website postings, including blogs, which has the effect of:

1. Physically, emotionally or mentally harming a student;
2. Placing a student in reasonable fear of physical, emotional or mental harm;
3. Placing a student in reasonable fear of damage to or loss of personal property; or
4. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities

All forms of bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of St. Bede Catholic School, offenders shall be subject to appropriate staff interventions, which may result in administrative discipline.

The term "bullying" and "cyber bullying" shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct.

Delegation of Responsibility

Each staff member shall be responsible to maintain an educational environment free of bullying and cyber bullying.

Each student shall be responsible to respect the rights of his/her fellow students and to ensure an atmosphere free from all forms of bullying and cyber bullying.

Students shall be encouraged to report bullying or cyber bullying complaints to any staff member.

Any staff member who receives a bullying or cyber bullying complaint shall gather information or seek administrative assistance to determine if bullying or cyber bullying has occurred. If the behavior is found to meet the definition of bullying or cyber bullying, the principal/administrator must complete the appropriate written documentation and contact both the Superintendent and the Pastor.

The principal or his/her designee will inform the parents or guardians of the victim and also the parents or guardians of the accused.

Complaint Procedure

A student shall report a complaint of bullying or cyber bullying, orally or in writing to a staff member. If a parent initiates the complaint, the appropriate staff member will follow up with the student.

The staff member will either gather up the information or seek administrative assistance to determine if the alleged bullying or cyber bullying conduct occurred.

After the information has been gathered, the principal shall be notified of the complaint. The principal will determine the need for further investigation or the appropriate intervention, which may result in administrative discipline to ensue that the conduct ceases. If the behavior is found to meet the definition of bullying or cyber bullying, the principal must complete the appropriate written documentation (see bullying form).

A violation of this Policy shall subject the offending student to appropriate disciplinary action, consistent with the student discipline code, which may include suspension, expulsion or notification to the appropriate authorities.

St. Bede Catholic School
Anti-Bullying Policy Signature Page

Please list all students attending St. Bede Catholic School.

Student Name

Grade

Student Name

Grade

Student Name

Grade

We accept and support the decision of the Principal of St. Bede Catholic School, the Superintendent of the Diocese of Oakland, and the Pastor of St. Bede Catholic Church and agree to adhere to the anti-bullying policy set forth.

Parent Signature

Date

Parent Signature

Date

Student Signature

Date

Student Signature

Date

Student Signature

Date