



Crossroads Christian School

No Bullying Policy

It is the policy of the Crossroads Christian School to maintain a safe learning and work environment that is free from bullying. Students, staff, and the school community are expected to conduct themselves in a respectful, Christian manner, and demonstrate a level of respect and dignity towards others. While bullying can involve a single, severe behavior, bullying is usually defined as repeated negative behaviors, by a student(s) towards another student(s), intended to frighten or cause harm. CCS prohibits all forms of bullying, including cyber-bullying, even if it occurs outside of school on equipment not owned or operated by CCS.

Examples of Bullying:

1. Verbal: Name calling, put downs, racist remarks, teasing, threats, spreading rumors, sending inappropriate (violent, sexual, malicious, etc.) notes or pictures in any medium (magazine, over a cell phone or Internet, etc.).
2. Physical: Pushing, hitting, shoving, biting, hair pulling, scratching, spitting, tripping, damaging or stealing the victim's property, locking a person in a room, making mean faces or rude gestures, mimicking, initiating or forcing inappropriate touching, etc.
3. Social: Ostracism or exclusion, ignoring, being unfriendly, alienating, spreading rumors, encouraging others to socially exclude someone, etc.
4. Psychological: Acts that instill a sense of fear or anxiety, etc.
5. Cyberbullying (online bullying): The bullying, harassment and/or humiliation by use of electronic devices through means of email, instant messaging, text messages, blogs, mobile phones, and websites.
6. Miscellaneous: Any act that insults or demeans an individual in such a way as to cause distress, reluctance to attend school, a decline in work standards or problem behaviors.

What Bullying is Not:

There are distressing behaviors that occur that are not bullying, even though such behaviors may be unpleasant and/or inappropriate. Such behaviors, although not bullying, are taken seriously and may result in disciplinary action.

1. Mutual Conflict:
In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one party becoming targeted repeatedly for 'retaliation' in a one-sided way.
2. Social Rejection or Dislike:
Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.
3. Single-episode acts of meanness, random acts of aggression, or intimidation:
Single episodes of meanness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion, they are not being bullied. Meanness or physical aggression that is directed towards many different students is not the same as bullying. However, since the school has a duty of care to provide a student with a safe and supportive school environment, single episodes of nastiness or physical aggression will be dealt with accordingly.



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Bullying Awareness:

As part of the required in-service training for all school staff, the headmaster or designee will discuss Bullying Awareness. Because adults must take the initiative in combating bullying, they must be watchful for bullying warning signs, closely supervising children on the playground, in the classrooms, hallways, rest rooms, gym, locker rooms, cafeteria, etc.

Teachers will periodically conduct class discussions and activities to educate the students in seeking help from an adult, reporting incidents, speaking up and supporting the victim, expressing disapproval of bullying behavior, responding assertively to the bully, walking away from bullying behavior, etc.

The "No Bullying" Policy will be presented in a school-wide assembly to all students in grades six through twelve at the beginning of the year, and as needed in the lower grades, to ensure that the student body is familiar with the policy and procedures. Bullying Incident Reports will be available in each classroom for students, and in the school office for parents. Because we are a TELLING school, everyone is expected to "tell" if they suspect bullying is happening.

Bullying Reporting:

Students and staff are prohibited from knowingly making false accusations accusing another of bullying. Disciplinary action up to, and including, suspension/dismissal for students and termination for staff shall be taken if they knowingly make false reports.

Any member of the school staff receiving a suspected bullying report (verbal or written) shall address the matter as soon as possible, preferably before the end of the school day. The staff member shall assess the situation to determine if the behavior meets the criteria for bullying, or if the behavior is an isolated incident that can be resolved within the classroom (not all conflict constitutes bullying).

If the behavior meets the criteria for bullying, the staff member must report this to the headmaster or his/her designee immediately in order to protect the alleged victim. The staff member is to immediately forward a *Bullying Incident Report* to the headmaster or designee for investigation. The staff member shall remind the victim/witness that "No one deserves to be bullied and we are going to do everything we can to stop it." The staff member is to commend the victim/witness for bringing the matter to the attention of school staff, and should begin intervention strategies for the victim.

The headmaster or designee will promptly and thoroughly address suspected reports of bullying. He/she will individually meet with the victim/witness and bully privately. If determined that bullying has occurred, he/she will act appropriately within the discipline codes and will take reasonable action to end the bullying. The message for the child who bullies will be, "Your behavior is unacceptable, inappropriate, and must be stopped." The principal or designee shall notify the parents/guardians of both the victim and the offender preferably before the end of the school day or within 24 hours. Steps will be initiated to address and resolve the issue. An intervention plan will be developed with the parents of the bully. The principal will inform the student that he/she may be monitored, and the student's movements outside the classroom may require supervision until trust has been re-established and all bullying behavior ceases.

Parental notification and the intervention plan shall be documented on the *Bullying Incident Report*. The *Bullying Incident Report* will be given to the offender's parents. The headmaster will share a verbal report with the teacher(s) involved to assist in determining whether or not a pattern of bullying behavior or abuse exists.

Incidents in which the behavior is believed to constitute criminal activity will also be referred to the proper law enforcement officials and appropriate charges may be filed.