

## 8a. **Anti-Bullying Policy**

Our Lady of Good Counsel School recognizes the importance of having students feel safe and comfortable when at school, including conveyance to and from school property. This includes all after school activities which take place on school property. It is the policy of the school to maintain an environment in which bullying, in any form is not tolerated.

Bullying is defined as intentional, repeated, hurtful acts, words or other behavior, such as name calling, threatening or shunning or exclusion committed by one or more children against another. These negative acts are not intentionally provoked by the victims. For such acts to be defined as bullying, an imbalance in real or perceived power must exist between the bully and the victim. Bullying consists of verbal, emotional, written, cyber, graphic or physical conduct, or any behavior which may be perceived as humiliating another student which in any way may interfere with an individual's ability to participate in or benefit from any Our Lady of Good Counsel program.

- Verbal bullying includes but not limited to name calling, threatening, teasing and gossiping about another student or students
- Emotional bullying includes but is not limited to rejecting, terrorizing, rating/ranking of personal characteristics, manipulating friendships, isolating, ostracizing, exclusion from participation in recess or other school activities for the purpose of being hurtful or mean, public humiliation, pranks or actions which may humiliate another student, and peer pressure
- Written bullying includes but is not limited the use of notes of notes or words to threaten or demean another
- Cyber bullying includes any technological harassment generated during any Our Lady of Good Counsel School program
- Graphic bullying includes but is not limited to the use of photographs or drawings used to demean or humiliate another
- Physical bullying includes but is not limited to punching, poking, hair pulling, beating, biting, or other physical harassment of another student
- No touch policy will become part of the anti-bullying policy ---this includes but not limited to improper or inappropriate touching of another student with the

intent to physically harm, annoy or embarrass that student. These include but are not limited to acts such as headlocks, pulling on another student's uniform or hair, tripping or jumping on another student and other physical horse play. Likewise, no student should engage in any of the above behaviors during the course of normal play.

## **Procedures**

Any student who feels he or she is being bullied, harassed or discriminated against or who is aware of bullying, harassment or discrimination, **should report it immediately** to the principal, a teacher, staff member or school counselor. Any student who is found to have engaged in behavior that is related to bullying, harassment, or discrimination will be subject to immediate disciplinary action. Actions may include but are not limited to detention, suspension, or expulsion from Our Lady of Good Counsel School. A disciplinary review board composed of faculty and administrators will convene to determine the appropriate disciplinary action to be taken against the student or students. In determining the disciplinary action to impose, consideration will include the severity of the offense, whether the perpetrator knew or should have known that the conduct was not permitted, whether one incident or recurrent conduct was involved and whether there have been prior warnings or prior disciplinary actions for similar conduct. If it is determined that bullying is found to have occurred, prompt and appropriate disciplinary action will be taken. Retaliation for reporting bullying, harassment or discrimination will result in punishment for that student. The Pastor and Principal will be the final arbitrator in all matters.