



Harassment & Bullying Prevention Policy (Name revised Oct 2018)

Policy Harassment and Bullying Policy	Adopted: October 30, 2016
	Reviewed:

Purpose

Mountain Christian School is committed to providing a compassionate, receptive and non-threatening atmosphere for each one of our pupils to learn and succeed in. We believe this to be an extension of our values as an intentionally Christian community. We believe that **love and respect** are foundations for our relationships with God and others. Accordingly, we have a “zero tolerance” policy against bullying; meaning that bullying of any sort is deemed unacceptable in our school community, regardless of their gender, race, culture, religion, sexual orientation, or gender identity. If bullying does occur, students should be assured of the fact that all incidents will be addressed quickly and fairly.

Policy

Bullying can be generally defined as the use of aggression, intimidation and/or cruelty with the often-intentional result of hurting another person verbally, physically, or emotionally. By its nature bullying often has an ongoing element.

Harassment and bullying include, but is not limited to, the following:

- Any **unwanted, negative, or inappropriate** conduct or comments, written or verbal, of a sexual, racial, or derogatory nature. This includes electronic communication (texting, blogging, emailing, social media etc.).
- Cyberbullying, harassment, intimidation, and/or any threatening or violent behaviours.
- Visual drawings, posters, cartoons, or photos that are derogatory in nature.
- Any unwanted physical advances, touching, blocking, or inappropriate bumping.
- Any physical violence provoked or otherwise.
- Retaliation in any way against a student for having reported such incidents.
- Deliberate unkindness, shunning or tormenting.

Even though play fighting is not necessarily bullying, for safety reasons, we do not allow play fighting in any form at school.

Harassment or bullying can make school an extremely difficult experience for a student. These incidents damage our whole community. Reporting the incident allows the problem to be dealt with in a timely and effective manner. Discipline action for harassment may include suspension or expulsion. Please see the discipline policy for more information.

We encourage students to report all incidents of harassment to a parent/guardian, teacher or administrator. This may be done verbally or by sending an email to an appropriate adult.

Policy Objectives

- All principals, teaching and non-teaching staff, students, and parents should have a full understanding of that bullying is and encompasses.
- All school faculty and staff should be thoroughly familiar with the bullying policy and should follow it appropriately when bullying is reported or observed.
- All students and parents should be thoroughly familiar with the bullying policy, and should know what steps to take when bullying occurs
- Students and parents should be reassured that the school takes bullying extremely seriously, and will support victims and their families when bullying is reported
- To create a place where students strive to form an authentic Christian community, ultimately believing that it is only through the redemptive work of the cross that bullying, which has its roots in fall, will disappear.

Education, Awareness and Prevention

- Education and awareness on bullying including ways to recognize its pattern and characteristics versus normal peer conflict
- Instruction to students that emphasizes respect and compassion for others and age appropriate behaviours to prevent or respond to bullying
- Instruction to students on their responsibility to report and take an active stand against acts of bullying including reference to the school's code of conduct as it relates to bullying