



## **SRVCA Anti-Bullying Policy 2016-2017**

### **Introduction to SRVCA Anti-Bullying Policy**

As a school proclaiming the mission of Christ to make disciples and “teach them to obey everything I have commanded you” (Matt 28:20), SRVCA seeks to teach students how to treat all people with the love and respect that Christ calls us to show. To help our students and families understand what bullying is and how it can negatively impact a student and our school, the Administration and School Board have adopted a formal SRVCA Bullying Policy. The purpose of the Policy is to ensure a consistent and unified approach to the prohibition of bullying at school. Bullying creates a climate of fear and disrespect that can seriously impair a student’s health and learning and it undermines the safe learning environment that students need to achieve their full potential.

Bullying, cyber-bullying, and retaliation against any person associated with a report of bullying or the investigation thereof is prohibited. SRVCA staff shall take all reasonable measures to prevent bullying at school. Such measures may include professional development and prevention activities, parent education workshops and student assemblies.

SRVCA staff, at all times, will model courteous behavior to each other, to students, and to school visitors. Abusive or humiliating language or demeanor will not be accepted. Humiliation is any act that causes another person’s self-respect, dignity or self-esteem to be attacked in an unbiblical manner. Such expression, physical act or gesture may include, but is not limited to an incident that may be reasonably perceived as being motivated by characteristics such as: race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression or mental, physical, or sensory disability, intellectual ability or by any other distinguishing characteristics. Additionally, students and their families are expected to exhibit courteous behavior to all members of the SRVCA community both at school and during school-sponsored events.

As a Christian school, our goal is to teach and discipline with redemption. That means we desire both correct behavior and the spiritual formation of the heart that only God can accomplish through His Holy Spirit. As sinners saved by grace, we recognize the position each of us has in being a recipient of grace, a recipient of forgiveness and a child of God who has been bought with a price. Students who are repentant, who demonstrate a contrite spirit and observable changes in their actions are more likely to be restored to the privileges of SRVCA. Students who demonstrate an attitude of mockery, or lack of change of behavior or attitude may be placed on probation. Lack of change in attitude or behavior will result in greater sanctions or dismissal from the school on the basis of being out of harmony with the goals and spirit of SRVCA.

### **What is Bullying?**

Bullying is the repeated or extreme use by one or more students of an unprovoked written, verbal or electronic expression or threat, or a physical act or gesture, or any combination thereof, directed at a student that:

Causes physical or emotional harm to the student or damage to the student’s property

Places the student in reasonable fear of harm to himself/herself or of damage to his/her property  
Creates an intimidating, threatening, hostile or abusive educational environment for the student  
Infringes on the rights of the student to feel safe and participate fully in school activities  
Materially and substantially disrupts the education process or the orderly operation of the school

**Types of Bullying** -Examples include but are not limited to the following: verbal, emotional, physical, relational, cyber-bullying through media or other electronic source

**What constitutes “At School”?** For purposes of the policy, “at school” means:

On school premises;  
At any school-sponsored activity or event, whether or not it is held on school premises;  
While riding in a parent’s car on a school-sponsored event;  
Using property or equipment provided by the school  
Weekend cyber-bullying that impacts the school day may be considered “at school” by the Administration.

## **Policy Oversight & Responsibility**

### **Administration**

Implements and oversees SRVCA Bullying Policy  
Informs SRVCA community how to file Bullying Report & action taken following a report  
Reviews and investigates reports of bullying

### **Staff & Volunteers**

Must report to Administration any acts of bullying or circumstances that reasonably indicate a student is being bullied.

### **Students**

Must report observed or known acts of bullying to Staff or Administration  
Failure to report bullying may result in disciplinary action  
May report bullying or retaliation anonymously, though no disciplinary action shall be taken against a bully solely on the basis of an anonymous report  
A victim of bullying shall not be disciplined for failing to report his/her own bullying situation.

### **Parents**

Shall be notified immediately by teacher or administrator when there is reasonable suspicion that their child is either the victim or perpetrator of bullying  
Shall be notified within 24 hours of a formal Bullying Report involving their child

### **Reporting**

The victim of bullying, anyone who witnesses an act of bullying, and anyone who has credible information that an act of bullying has taken place may file a report of bullying. Any student or staff member who believes s/he is being bullied should immediately report such circumstances to

an appropriate staff member, teacher or administrator, using a Bullying Report Form which can be located in the office.

### **Prohibition against Retaliation**

Retaliation or threats of retaliation in any form designed to intimidate the victim of bullying, those who are witnesses to bullying, or those investigating an incident of bullying shall not be tolerated. Retaliation or threat of retaliation will result in discipline according to the SRVCA Demerit Policy.

### **Reports in Good Faith**

A school employee, school volunteer, student, parent/legal guardian, or caregiver who promptly reports, in good faith, an act of bullying to the appropriate school official designated in the SRVCA Bullying Policy shall be immune from a cause of action for damages arising from reporting bullying.

### **Intervention Response**

Actions taken to respond to the bullying situation will have the following goals in mind:

- Provide the student with a safe educational environment.

- Develop responses, if possible, with input for the student, his/her parent/guardian and staff.

- Parents/guardians of a victim shall also be notified of the action taken to prevent further acts of bullying or retaliation.

### **Disciplinary Action**

The disciplinary actions for violating the SRVCA Bullying Policy shall be determined by the Administration, with input from staff.

Disciplinary actions for violation of the SRVCA Bullying Policy shall balance the need for accountability with the need to teach appropriate behavior. The severity of disciplinary action shall be aligned to the frequency and severity of the behavior.

The range of disciplinary actions that may be taken against a student for bullying, cyberbullying or retaliation shall include, but not be limited to:

- Admonitions and warnings

- Parent/Guardian notification and meetings

- Detention

- Loss of privilege to participate in school social or extra-curricular activities

- Loss of privilege to participation in graduation exercises

- Suspension

- Expulsion

- Contact law enforcement officials, as required.

### **ACE Counseling Program**

Referral to the Community Presbyterian Counseling Center ACE Counseling Program may be made and/or required for perpetrators and/or victims of bullying.