



Upper School Social Consideration Policy

Frederica Academy believes all students have a right to a safe and healthy school environment. We believe we have an obligation to promote mutual respect, tolerance, and acceptance among students, staff, parents and volunteers. We strive to cultivate an environment where social consideration is the norm. Therefore, we have outlined a social consideration policy to raise awareness of social aggression, the impact it has on our school, and prevent its occurrence.

Categories of Aggression:

- *Physical Aggression*- causing harm through damage or threat of damage to another's physical well-being.
- *Verbal Aggression*- obvious and/or hidden verbal acts of aggression toward another, such as threats, putdowns and name calling.
- *Relational Aggression*- behavior that is intended to harm someone by damaging or manipulating his or her relationships with others such as exclusion, spreading rumors, ganging-up as well as any other forms of physical or verbal aggression.

Types of Social Aggression:

- *Teasing* makes fun of or puts down some human characteristic or difference, usually by calling the person a negative name.
- *Exclusion* ignores or sets someone apart, isolating them as outsider to be left alone. This act creates shame for the one being shunned. Usually there is a 'ring-leader' and the others in the group actively participate or passively let it happen.
- *Bullying* threatens, injures, or coerces so one person can dominate and control another.
- *Rumoring* spreads lies and damaging information through gossip to hurt someone's social standing.
- *Ganging Up* unifies the greater number to hurt a single individual or a chosen few.

Peer Roles:

- *Aggressor*: The person who chooses to hurt or damage a relationship. A bully.
- *Target*: The person who is aggressed upon or bullied. The object of bullying.
- *Bystander*: The person or persons who are not aggressors or targets but are caught somewhere in between.

All parties at Frederica Academy will be expected show social consideration.

We assert that:

1. Aggression is everyone's problem.

2. We treat each other with respect and civility.
3. We are each accountable for our actions.
4. When we make a mistake, we make it right.
5. Adults help us deal with aggression, through intervention and modeling.
6. We protect each other.

Students shall not bully, harass, spread rumor intentionally exclude, gang-up on or intimidate another student through words or actions. Such behavior includes but is not limited to: direct physical contact such as hitting or shoving; verbal assaults such as teasing or name-calling; the use of electronic methods to harass, threaten or humiliate, social isolation and/or manipulation, violent threats, hazing, discrimination, extortion, taunting, gossip, spreading rumors, racist slurs, threatening electronic communications (“cyber-bullying”), anonymous notes, sexual harassment, etc.

The student code of conduct includes but is not limited to the following:

- Incidents of social aggressive behaviors shall be investigated by the teacher, Upper School Director or School Counselor.
- Students (Target or Bystander) are expected to immediately report incidents of social aggression to a trusted adult (teacher, advisor, division director, counselor, parent, etc.).
- School staff members are expected to immediately intervene when they see a social aggression incident occur.
- Students and parents can rely on staff to promptly investigate each complaint of social aggression in a thorough and confidential manner.
- The Upper School Director shall be notified to provide support and/or additional guidance by the investigating staff member, if necessary.
- If the student or the parent of the student feels appropriate resolution of the investigation or complaint has not been reached, and after consulting the division director, the student or the parent of the student should contact the head of school or his designee.
- Frederica Academy prohibits retaliatory behavior against any complainant or any participant in the complaint process.
- This policy applies to students on school grounds and while traveling or during a school-sponsored activity. Please note: Any form of electronic bullying (cyberbullying) using school equipment, school networks, e-mail systems or committed at school is strictly prohibited. (*See technology policy*)

Disciplinary Action

Disciplinary action will be taken after each incident of social aggression and upon a finding of guilt. Disciplinary action after the first incident of social aggression may include but is not limited to the following:

- Loss of a privilege
- Reassignment of seats in the classroom, etc.
- Reassignment of classes
- Detention

- Meeting with parents
- In or out of school suspension

If necessary, the Upper School Counselor will recommend counseling referrals and/or other interventions (i.e., support group, mediation, etc.) to address the social, emotional, behavioral, and academic needs of an Aggressor, Target, and By-stander.

Procedures

The following actions will be taken when the Upper School Director receives a report of social aggression:

1. *Investigate* upon receipt of a report of social aggression. An immediate investigation involving appropriate personnel will begin. The investigation shall include interviewing the alleged aggressor(s) and target(s), identified by-stander(s), teacher(s), and staff members.
2. *Notify* at an appropriate time during or after the investigation, parents/guardians of the aggressor and the target must be notified. If the incident involves an injury or similar situation, appropriate medical attention should be provided and the parent/guardian should be notified immediately.
3. *Discipline* upon confirming that social aggression has occurred, the aggressor will be held accountable for their behavior.
4. The school will clearly communicate to all parties that retaliation following a report of social aggression is strictly prohibited and may result in strong disciplinary action.
5. *Follow Up* is important to the aggressor, target and By-stander, if applicable.

Frederica Academy strives to create a positive social climate of kindness and respect towards others. Our goal, by clearly defining the above policies, insures that all parties (students, parents and faculty) have a clear understanding of their responsibilities towards supporting this school policy.