



## Anti-Bullying Policy

Ancillae Assumpta Academy strives, first and foremost, to educate with love and for love. Education here is rooted in gospel values, embraces the importance of a global viewpoint, and emphasizes the interrelatedness of all people. The Academy is committed not only to educating the whole child but also to teaching our students how to positively relate to one another through shared responsibility, human interdependence, dynamic creativity, and people empowerment. Bullying has no place in our vision.

The Academy has adopted the R.I.C.E. process in Action (Respecting all Individuals by Caring for Everyone) to educate and empower – and, when necessary, confront and redirect - our students with regard to bullying. Our approach is based on the Olweus Bullying Prevention Program and has been incorporated into the curriculum and school schedule through regular classroom meetings, an ongoing advisory program, formal lessons, activities, and both structured and spontaneous discussions. Our goal is that each student at Ancillae feels valued, secure, seen and safe. Every individual in our community – teachers, staff, administrators, parents, families and students – is called to join us in this goal.

### *What is Bullying?*

A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending him or herself.

### *What does Ancillae do to prevent and address bullying?*

The Academy is proactive when it comes to bullying. We have adopted the Olweus Bullying Prevention Program and Second Step Violence Prevention Curriculum, both of which are school-wide and emphasize prevention. Students are regularly taught four anti-bullying rules:

- We will not bully others.
- We will try to help students who are bullied.
- We will try to include students who are left out.
- If we know that somebody is being bullied, we will tell an adult at school and an adult at home.

The Academy looks for and reinforces students who follow these rules with acknowledgement, praise, privileges, fun activities, privileges, and point systems, depending on what is developmentally appropriate for the child.

A student who does not follow these rules is confronted - on the spot, if possible - and the behavior is addressed. Parents will receive a phone call on the first offense from school personnel. If there is a second offense, the administration meets the student's parents. At that meeting, the parents and the administration will develop an action plan for the student, including a goal date. If the student does not meet the expectations set at the parent meeting by the goal date, a consequence meeting will be held. Consequences for



bullying include loss of privileges such as recess, study, lunch, and extracurricular activities. If the bullying continues, the student may be suspended.

The Academy expects all faculty and staff to intervene if they witness bullying behavior and address the situation as follows:

1. Stop the bullying.
2. Support the student who has been bullied.
3. To the bullying student(s), name the bullying behavior and refer to the four anti-bullying rules.
4. Empower the bystanders with appreciation if they were supportive to the student who was bullied or with information about how they can act in the future.
5. Impose immediate and appropriate consequences for the student(s) who bullied.
6. Take steps to make sure the bullied student will be protected from future bullying.

The Academy also expects all faculty and staff to report any bullying incidents that they witness to the administration by emailing the school Olweus coordinator, who reviews, records and organizes teacher reports and makes appropriate arrangements for any follow up meetings.

#### *What can parents do?*

The Academy is committed to preventing and addressing bullying for the benefit of the entire Ancillae community. Parents have an incredibly important role to play in this. Throughout the school year, the Academy provides parents with written materials and hosts informative meetings in an effort to increase the entire community's insight into our children's experiences and development. We ask that parents take advantage of those opportunities. The Academy gives parents information sheets discussing what to do if their child has been bullied or has been involved in bullying others. We ask that parents communicate openly and honestly with teachers, administrators and guidance personnel about what their children are experiencing. Just as importantly, we ask that parents listen, openly and honestly, to the insights our teachers, administrators and guidance personnel have to offer so that we can all realize our vision of a bully-free school.

Effective: 07/01/2020

Revised: