

How We Treat One Another

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McCallie believes every individual is made in God's image and, therefore, values the individual dignity of every member of the school community. Comments and/or actions, including on electronic platforms, that relate to race, ethnicity, religion, gender identity, or gender expression and aimed at another student that are deemed offensive, intentionally demeaning or degrading, or that cause a negative impact on a student's experience at McCallie will not be tolerated. Every student and employee should be treated with respect and dignity. Allegations related to this policy will result in an investigation at which time the facts and the circumstances surrounding the allegation will be reviewed. Violations of this policy will result in disciplinary action by the school. The consequences may include one or more of the following: a verbal warning, a written reprimand, training, workshop, detention, suspension, or expulsion.

Racism - No form of racist behavior will be tolerated. This includes but is not limited to verbal or written expressions, including on all social media platforms, in music, or through imagery. Any student who violates this code may be subject to consequences including suspension and expulsion.

Harassment - The use of words or images to harass individuals or groups based on gender, gender expressions, race, religion, sexual orientation, or any other aspect of identity is prohibited. Consequences of such action may result in suspension and expulsion.

Hazing and Sexual Harassment Policy

McCallie strictly prohibits (a) hazing, bullying, intimidation, or harassment generally (collectively, "hazing") and (b) sexual harassment. These prohibited behaviors are uninvited, unwanted, and unwelcomed, and almost certainly create an environment that interferes with the overall learning process and makes the victim feel unsafe within our community.

a. Hazing is any conduct, whether intentional or unintentional, physical or verbal (including, without limitation, communications made in person or online through any sort of electronic device or through any sort of digital or social media) that is offensive and results in the discomfort of another person. This behavior can be based upon, but is not limited to, a person's race, gender, color, national origin, age, height, weight, marital status, handicap, or social background. Specific examples of hazing include: ganging up, goading, stares, repeated name-calling, sexual references, destruction of personal property, hiding bookbags, invasion of personal spaces, jokes, tricks, pranks, or initiations. Any behavior that results in another person's being made fun of or uncomfortable will be considered hazing. Mean-spirited acts toward others under the guise of "all in fun" will not be tolerated.

b. Sexual harassment is more specifically directed at a person because of his/her gender. It includes but is not limited to sexual advances or touching, requests for sexual acts or favors, inappropriate sexual remarks or humor, displaying sexually explicit material, or verbal or physical conduct of a harassing nature (including, without limitation, communications made in person or online through any sort of electronic device or through any sort of digital or social media). This inappropriate behavior can be between members of the same or opposite sex.

All students and employees are encouraged to think before they speak or act and to put themselves in the other person's place. If unsure as to whether or not the behavior is appropriate, one should simply not do it.

Any student who feels he/she has been subjected to or has witnessed hazing or sexual harassment is urged to report immediately to the Upper School Principal, the Middle School Principal, the Director of Counseling, or

any faculty or staff member. Any student and any member of the McCallie community (including, without limitation, administrators, faculty, staff, or volunteers) must report to the Assistant Head of School, Upper School Principal, Middle School Principal, or the Director of Counseling any communications, including electronic communications, containing a credible threat to cause bodily injury or death.

Reports may be made as follows:

Report To	In Person	By Phone	By E-mail
Assistant Head of School Kenny Sholl	MacLellan Academic Building Asst. Head of School's Office	(423) 493-5655	ksholl@mccallie.org
Upper School Principal Hank Hopping	MacLellan Academic Building Dean's Office	(423) 493-5635	hhopping@mccallie.org
Dean of Community and Brotherhood Ricky Thomas	MacLellan Academic Building	(423) 493-5860	rthomas@mccallie.org
Middle School Principal Scotty Jones	McDonald Hall Room 100	(423) 493-5415	sjones@mccallie.org
Director of Upper School Counseling Joel Coffman	MacLellan Academic Building Counseling Center	(423) 493-5681	jcoffman@mccallie.org
Director of Middle School Counseling Cindy McCroskey	McDonald Hall, Counseling Center	(423) 493-5515	cmccroskey@mccallie.org

Any such reports will be investigated immediately and any offending person will be subject to disciplinary action up to and including dismissal. McCallie does not tolerate retaliation of any kind for reporting an incident or reasonable suspicion of hazing or sexual harassment, including threats of harm, and any person who so retaliates will also be subject to disciplinary action up to and including dismissal.

Individuals who wish to make confidential reports should contact a member of the counseling center. Such reports will remain confidential in accordance with the counseling office's policies and applicable law. McCallie will comply with all federal, state, and local laws that require that certain types of abuse, threats of harm, or misconduct be reported to authorities. McCallie will attempt to investigate confidential reports to the extent possible while protecting the request for confidentiality. Confidential or anonymous reports alone may not trigger disciplinary action against the accused.

