

How We Treat One Another

McCallie believes every individual is made in God's image and, therefore, values the individual dignity of every member of the school community. Every member of the McCallie community should treat one another with respect and dignity.

McCallie will not tolerate comments or actions that (i) relate to race, ethnicity, religion, sex, gender, or sexual orientation, (ii) are aimed at another person or group, and (iii) are offensive by community norms and standards or are intentionally demeaning. Conduct in violation 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, 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 or expulsion.

Racial Slurs and Terms: An additional word is needed to clarify the general rule that racial slurs are not tolerated at McCallie. No one may grant permission for another to use a racial slur. We have learned - primarily from our students - about the nuances of racial terms, including slurs. Our guiding principle is to do nothing to harm others or to cause another to stumble or to feel unwelcome. In an academic and residential setting, however, we understand that racial terms may appear in literature, music, or other art forms for a variety of purposes, some of which are intended or are able to teach and to edify their intended audiences or students. With this in mind, there are two exceptions to the general prohibition:

1. Students who choose to engage with material containing racial terms must do so in a way that the material is not heard or seen by others in the community. They are encouraged to discuss such engagement in advance with their parents and faculty; and
2. Faculty may at times consider using material containing racial terms, provided (a) they have been trained to do so, (b) they have discussed their choice with their department heads and appropriate administrators and such use has been approved, and (c) they have a pre-approved plan for how to handle the appearance of the speech for each section of the class where the material is taught.

Hazing and Sexual Harrassment: McCallie strictly prohibits (i) hazing, bullying, intimidation, or harassment generally (collectively, "hazing") and (ii) 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:

- Hazing is any intentional or reckless conduct or expression that is objectively offensive and negatively impacts another person. This behavior can be based upon, but is not limited to, a person's race, sex, gender, sexual orientation, color, national origin, age, height, weight, marital status, handicap, or social background. Specific examples of hazing may 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. Mean-spirited acts toward others under the guise of "all in fun" will not be tolerated.
- Sexual harassment 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. This inappropriate behavior can be between members of the same or opposite sex.
 - All community members 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 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 Email
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 Student Life Ricky Thomas	Learning Center	(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 as soon as possible 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 retaliates will also be subject to disciplinary action up to and including dismissal. False reports or allegations will be considered violations of the Honor Code.

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 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.