



Bullying Policy Logos School

June 29, 2021

Bullying Descriptions:

Bullying is unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time.

An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

<https://www.stopbullying.gov/bullying/what-is-bullying>

Hazing – For purposes of this policy, hazing is defined as any activity, on or off school grounds, that a reasonable person believes would negatively impact the mental or physical health or safety of a student or put the student in a ridiculous, humiliating, stressful or disconcerting position for the purposes of initiation, affiliation, admission, membership or maintenance of membership in any group, class, organization, club or athletic team including, but not limited to, a grade level, student organization or school-sponsored activity.

Hazing may include those actions that subject a student to extreme mental stress, including, but not limited to, sleep deprivation, physical confinement, forced conduct that could result in extreme embarrassment or criminal activity, or other stress-inducing activities. Hazing may also include, but is not limited to: acts of physical brutality; whipping; beating; branding; exposing to the elements; forcing consumption of any food, liquor, drug, or other substance; forcing inhalation or ingestion of tobacco products, or any other forced physical activity that could adversely affect the physical health or safety of an individual.

Hazing may occur even when all students involved are willing participants. Hazing does not happen when a student is required to audition or try out for an organization when the criteria are reasonable, approved by the district, and legitimately related to the organization's purpose.

Cyberbullying – is the sending or posting harmful or cruel text or images using the Internet or other digital communication devices. Cyberthreats are online materials that threaten or raise concerns about violence against others, suicide, or self-harm.

Logos Bullying Policy: (A private separate therapeutic day school)

Bullying: Students are expected to treat each other with courtesy and respect. LOGOS is a **NO TOLERANCE SCHOOL**. Any form of bullying (a level 2 infraction), including social media, is very serious, with significant consequences, including but not limited to suspension. Teasing, put-downs, name-calling, physical intimidation, inappropriate sexual comments, gestures, hurtful words, threats, discrimination, racial remarks/ slurs/ jokes, sarcasm, ridicule, offensive jokes, or pictures will all be handled accordingly by Administration. Complaints should be immediately communicated to a therapist or any staff member at Logos.

The responsibility for determining and implementing school discipline resides with the Head of School and the Associate Head of School.

False reporting is also the responsibility of the Head of School/Associate Head of School and follows the same procedures for intervention.

Logos School prohibits all forms of hazing, bullying, and student intimidation to promote a safe learning environment for all students. Students participating in or encouraging inappropriate conduct will be disciplined. Such discipline may include, but is not limited to, suspension or expulsion from school and removal from participation in activities. Students subjected to hazing or bullying are instructed to report such incidents to a school official promptly.

In addition, Logos staff, contracted staff, coaches, sponsors, and volunteers shall not permit, condone, or tolerate any form of hazing, bullying or student intimidation. Nor will they encourage, assist, engage or participate in any activity that involves hazing or bullying. Logos staff will report incidents of hazing and bullying to the Head of School or Associate Head of School. The Head of School/ Associate Head of School shall investigate all complaints of hazing, bullying, and student intimidation immediately. The Head of School/Associate Head of School shall administer appropriate consequences to all individuals who violate this policy. Logos staff who violate this policy may be disciplined or terminated.

The Head of School /Associate Head of School will provide appropriate training designed to assist staff, coaches, sponsors, and volunteers in identifying, preventing, and responding to hazing, bullying, or student intimidation.

Logos School shall annually inform students, parents, staff, and volunteers that hazing, bullying, and cyberbullying are prohibited. This notification may occur in several ways including through the distribution of the written policy, publication in handbooks, presentations at assemblies, or verbal instructions by the coach or sponsor at the start of the season or program.

In addition, all students are given instruction on safety and security issues, including instruction on the dangers of sharing personal information about themselves or others when using e-mails, social media, chat rooms, or other forms of direct electronic communication. Instruction will also address cyberbullying awareness and response and appropriate online behavior, including interacting with other individuals on social networking websites and chat rooms.

All Logos School personnel, contracted personnel, and volunteers are expected to:

Report all suspected bullying to the Head of School/Associate Head of School. Reporting can be done by phone 314-227-3771 (direct line to head of school), email kfenger@logoschool.org or in person. Anonymous reporting can be done through the Missouri Child Abuse & Neglect Hotline at <https://dss.mo.gov/cd/keeping-kids-safe/can.htm> or 1-800-735-2455 (voice) or 1-800-735-2966 (text) for Missouri Students. To report anonymously for Illinois Students please contact the Illinois Department of DCFS at <https://www2.illinois.gov/dcfs/safekids/reporting/Pages/index.aspx> or call 1-800-252-2873 (Voice).

Inform parents of bullying situations.

Promptly investigate any reported bullying within 24 hours of becoming aware of a situation.

Protect students who report bullying from retaliation.

Retaliation will **NOT** be tolerated.

Interventions:

Student/Therapist Session

Parent Notification

Parent Meeting

Administrative Meeting

Mediation

Restorative Practices

TASC (Therapeutic and Academic Support Center)

OSS (Out of School Suspension) Head of School or Associate Head of School meets with the Districts LEA to discuss if an IEP needs to be held to discuss continued placement at Logos.

Level System

When a student fails to comply with the expectations of the Logos Student Behavior Guide, it may be necessary to assign appropriate interventions/supports. All interventions/supports are organized under a level system based on their severity.

Below are consequences that may be assigned to students. Infractions are divided into levels based on their severity. A student may receive a higher level of intervention depending on the frequency or severity of the student's offense. The consequences and interventions are not meant to be used in sequential order. Interventions are used as a guide. Consequences and interventions should be assigned to individual students based on many factors, including age, grade level, prior experiences, and situation.

The infractions will be documented in the LOGOS Student Information System (Blackbaud) by staff members who witness/have information on an incident. The Blackbaud system is password protected and confidential.

Logos Schools Behavior code is reviewed, evaluated, and updated annually by the Logos School Leadership Team, which includes the bullying policy.

Nothing in the Logos Schools bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution. Bullying is contrary to state law and the policy of the school district.

LEVEL 1

Minor infractions will be handled mainly at the teacher/therapeutic staff/student level.

LEVEL 2

Moderate to Serious Infractions that would involve Administration, parents, school districts, law enforcement.

LEVEL 3

Out-of-School Suspension (OSS) or a discipline hearing up to 180 days Out-of-School Suspension, or possible expulsion or police notification as required by law.

Data from our level system is collected daily, tabulated at the end of each of our six (6) terms by the Head of School, Associate Head of School (Lead Therapist) and the Director of Compliance. The data is then used to document the frequency of victimization, the student, staff, and family observations of the safety at Logos. This data is then used to identify the areas of the school where bullying occurs, the type of bullying that is common or occurring, and the bystander intervention or participation.

Resources

The following resources help educators, parents, and community members recognize bullying behavior and approach for determining how to respond.

<https://dese.mo.gov/governmental-affairs/public-school-laws-missouri/bullying>

<https://www.stopbullying.gov/bullying/what-is-bullying>

[Cyberbullying Resources](#) definitions, prevention, and reporting

[Missouri Center for Education Safety](#) is dedicated to enhancing safety and security in public and nonpublic education.

[Courage2Report](#) provides resources for parents, educators, and law enforcement.