



Anti-Harassment and Anti-Bullying Policy

The College does not tolerate bullying or harassment and will take strict disciplinary measures to ensure a safe environment for all of its students and school personnel. All members of the school community are committed to ensuring a safe and supportive environment that fosters learning based on the core values of integrity, compassion, respect for individual differences, and cooperation.

Bullying and harassment are acts of aggression with the intent to cause embarrassment, pain or discomfort to another. Bullying usually involves an abuse or an imbalance of power. Individuals or groups may be involved.

Bullying and harassment are unwanted negative verbal, psychological, relational, physical or online behavior, conducted by an individual or a group, against another person (or persons), causing them intimidation or humiliation, pain, fear or discomfort, and is repeated, or happening once but is egregious enough to cause intimidation or humiliation, pain, fear or discomfort. Bullying usually involves an abuse or an imbalance of power, that is real or perceived. None who reports harassment in good faith will be retaliated.

Bullying and harassment can take many forms, all of which will cause distress and are the most common form of violence experienced by young people. Examples of bullying and harassment include:

- **Disrespectful Behavior:** Actions that are rude, unpleasant, inappropriate and unprofessional. Behavior that causes hurt feelings and distress and disturbs or offends others.
- **Physical:** hitting, pushing, tripping, poking, shoving, spitting on others.
- **Verbal:** teasing, using offensive names and name calling, ridiculing, spreading rumors, malicious gossip, threatening. (Oral and written on electronic sites such as Facebook).

- Relational: Deliberately isolating, rejecting, excluding or ignoring others and undermining their attempts to socialize and form relationships with peers.
- Non-verbal: writing offensive notes or graffiti about others, rude gestures or abuse of the honor of a person through the use of Internet or instant messaging.
- Extortion: threatening to take someone's possessions, food or money.
- Property: stealing, hiding, damaging or destroying property.
- Gendered Bullying: bullying based on gender or the enforcement of gender-role expectations.
- Sectarian Bullying: bullying based on religion or sect.
- Sexual Harassment: Unwelcomed sexual advances, requests for sexual favors, or other favors, or other verbal, non-verbal, or physical conduct of a sexual nature.
- Cyberbullying: Bullying carried out through the use of information and communication technologies such as text, social network sites, e-mail, instant messaging (IM), apps, gaming sites, chat-rooms and other online technologies. This includes:
 - Sending or posting a humiliating, hurtful or an offensive message, statement, or image on a private or on a public online platform (that can be viewed and/or repeated by others or not) that may cause embarrassment, pain, fear or discomfort to the victim.
 - Flaming and trolling: sending or posting hostile messages to "inflare" the victim and start a conflict.
 - Happy-slapping: recording and then posting a humiliating picture or video of the victim for others to see.
 - Identity theft: stealing the victim's passwords or taking over their online account and using it to send or post incriminating or humiliating pictures or videos online.
 - Photoshopping: altering a digital image of the victim and sending or posting that image, putting the victim in an embarrassing situation.
 - Physical threats: sending a threatening message making the victim fear for their safety or well-being.
 - Rumor spreading: spreading rumors and gossip through email, text

messaging, or social networking sites that may be hurtful to the victim.

- Encouraging, participating, maliciously commenting on any act of cyber-bullying, even if not the initiator of the act.

Any act of bullying or harassment described above will be investigated. Consequences may include but may not be limited to disciplinary probation and/or suspension. Students involved will be counselled to ensure repeat instances do not occur. If this behavior recurs, he/she will be subject to expulsion or withdrawal for the balance of the year and might be denied re-enrollment at IC.

Note: Any student physically harassed and consequently rushed to emergency has to know that Lebanese hospitals policy dictates an automatic report to Lebanese Police. This means an automatic legal investigation will be carried out by Lebanese Authorities in these instances. The school cannot intervene in this process.

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