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Bullying and Harassment Policy

Logos School

June 7, 2023

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.

Bullying" includes "cyber-bullying" and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

- (1) Placing the student or students in reasonable fear of harm to the student's or students' person or property.
- (2) Causing a substantially detrimental effect on the student's or students' physical or mental health.
- (3) Substantially interfering with the student's or students' academic performance; or
- (4) Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

“Cyber-bullying" means bullying using technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of

any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. "Cyber-bullying" includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section. "Cyber-bullying" also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Section.

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.

- (A) Making all reasonable efforts to complete the investigation within ten (10) school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information received during the investigation about the reported incident of bullying.
- (B) Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- (C) Notifying the principal or school administrator or his or her designee of the report of the incident of bullying as soon as possible after the report is received.
- (D) Consistent with federal and State laws and rules governing student privacy rights, providing parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The responsibility for determining and implementing school discipline resides with the Head of School and the Associate Head of School and is based on the engagement of a range of school stakeholders, including students and parents or guardians.

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@logosschool.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 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.

What is Harassment?

Harassment can take many forms. It might be, but not limited to, words, signs, offensive jokes, cartoons, pictures, posters, E-mail jokes or statements, pranks, intimidation, intentional exclusion, physical assaults or contacts, or violence. Harassment is not necessarily sexual in nature. It may also take the form of other vocal activity including derogatory statements not directed to the target individual but taking place within their hearing. Other prohibited conduct includes written material such as notes, photographs, cartoons, articles of harassing or offensive nature, and taking retaliatory action against an employee for discussing or making a harassment complaint.

Responsibility

All LOGOS School employees and particularly managers, have a responsibility for keeping our environment free of harassment. Any client who becomes aware of an incident of harassment, whether by witnessing the incident or being told of it, should report it to their therapist, teacher, or administrator with whom they feel comfortable.

Reporting

While LOGOS School encourages you to communicate directly with the alleged harasser and make it clear that the harasser's behavior is unacceptable, offensive, or inappropriate, it is not required that you do so. It is essential to notify your therapist, teacher, or administrator immediately even if you have aquestion about whether the offending behavior is considered harassment. Any incident of suspected harassment must be immediately reported. Appropriate investigation and disciplinary action will be taken. All reports will be promptly investigated with due regard for the privacy of everyone involved. However, confidentiality cannot be guaranteed. Any person found to have harassed anyone will be subject to disciplinary actions up to and including expulsion. LOGOS School will also take any additional action necessary to appropriately remedy the

situation. Retaliation of any sort will not be permitted. No adverse disciplinary action will be taken for anyone making a good faith report of suspected harassment.

As part of the process of reviewing and re-evaluating the policy under subsection (d) of this Section, contains a policy evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such as the frequency of victimization; student, staff, and family observations of safety at a school; identification of areas of a school where bullying occurs; the types of bullying utilized; and bystander intervention or participation. The non-sectarian nonpublic school may use relevant data and information it already collects for other purposes in the policy evaluation. The information developed because of the policy evaluation must be made available on the Internet website of the school. If an Internet website is not available, the information must be provided to school administrators, school board members, school personnel, parents, guardians, and students...

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.