



Oasis International School

Anti-Bullying Policy

OIS believes that all students have a right to a safe and healthy school environment. The entire school community has an obligation and responsibility to work together to promote mutual respect, tolerance, and acceptance and create a community that does not tolerate bullying of any kind. To that end, OIS will not tolerate behavior that infringes on the safety of any student. Students will not be permitted to intimidate or harass another student through words or actions such as: direct physical contact, including hitting or shoving; verbal assaults, acts of hate, including teasing or name-calling; social isolation or manipulation; and cyber bullying. Additionally, students will not be permitted to intentionally damage another student's reputation, nor threaten or humiliate them.

This policy applies to students at school or a school-sponsored activity, and includes traveling to and from school or a school-sponsored activity. It also includes acts of bullying that take place at any time when the acts have a negative impact on school attendance/activities by (1) posing a threat or danger to the safety of students, employees or school property, or (2) disrupting the school environment.

Cyberbullying includes, but is not limited to, harassing, stalking, intimidating, teasing or threatening via email, social media, instant messages, text messages, voice messages, videos, pictures, or any other electronic medium. Cyber bullying is not limited to actions that take place on-campus or during school hours and/or that take place through the use of school electronic communication devices.

Response to Bullying

OIS expects and encourages students, parents, and/or employees to immediately report incidents of bullying including cyberbullying, directed at them or other members of the school's community, including other students or school employees. Students should report bullying to their homeroom teacher, school counselor, or principal, but also may report bullying to another school administrator, teacher, counselor, or employee that they feel comfortable speaking with. Reporting will not reflect negatively on the victim or witness(es) in any way. Students and employees who report bullying in good faith are protected from retaliation and should also report any complaints of retaliation.

School employees who receive a report of bullying must promptly file a bullying report with the principal. School employees are also expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying will be promptly investigated using the complaint procedure set forth below and appropriate action will be taken in response to bullying complaints that are sustained.

Complaint and Investigation Procedure

The complaint process for investigating reports of bullying is as follows:

- Reporting
 - May be submitted in writing or orally.
 - May be submitted to the homeroom teacher, principal, or any other staff member.
 - May be submitted by a student who witnesses, experiences, or becomes aware of the