TCA SECONDARY STUDENT TRAINING

BULLYING, DISCRIMINATION, SAFE2TELL & CONFLICT RESOLUTION

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THE CLASSICAL ACADEMY
corpus mens spiritus
excellence with honor

A TITAN'S CREED

Titans love, respect and protect one another.

WE ARE TITANS!

A TITAN'S CREED

TCA takes A Titan's Creed seriously.

This presentation is an overview of TCA's expectations of student behavior and an explanation of the consequences.

BULLYING PREVENTION

Bullying, retaliation, and false accusations are prohibited behaviors on school property, school events, when students are being transported in a vehicle by the school, and off school property when such conduct has a nexus or link to school or any curricular or non-curricular activity or event.

TITANS DO NOT BULLY ONE ANOTHER

"Bullying" is the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person.

ASD20 Policy JICDE

BULLYING DEFINITION

Bullying can occur through written, verbal, or electronically transmitted expressions (i.e. cyberbullying) or by means of a physical act or gesture.

BULLYING DEFINITION

Per Colorado state law, bullying includes making fun of someone on the basis of academic performance, weight, height, or body size.

RETALIATION DEFINITION

"Retaliation" is an act or communication intended as retribution against an individual who reports an act of bullying. Retaliation can also include knowingly making false accusations of bullying or acting to influence the investigation of, or the response to, a report of bullying.

FALSE ACCUSATIONS DEFINITION

"False accusations" of bullying are those made knowingly by an individual or group of individuals with the purpose of causing harm to another individual and which are false.

WHAT SHOULD A STUDENT DO IF BULLIED?

- Tell the person to stop.
- If the person does not stop, report the behavior to a principal, assistant principal, teacher, counselor, or another TCA adult.
- If you see or hear bullying done to someone else, report it. Titans protect one another.
- If on social media, take a screen shot, and block the person. Then tell an adult.

WHAT ARE THE CONSEQUENCES FOR BULLYING?

- A student who bullies is subject to appropriate disciplinary action, including suspension or expulsion.
- The harshness of the bullying is taken into consideration when disciplinary decisions are made.
- Bullying is considered more serious if someone asked the person stop and the person did not.

Policy JICDE-TCA

WHAT IF THE STUDENT IS JUST JOKING AROUND?

- If the words or actions meet the definition of bullying, a student will receive consequences.
- Students may receive consequences, even when joking around.

TITANS DO NOT DISCRIMINATE

- The Classical Academy is committed to a policy of nondiscrimination on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, religion, national origin, age, marital status, disability, pregnancy, or any other legally protected class.
- TCA respects the dignity and worth of every person, and we expect our students and staff to do the same - even if someone does not share your personal views or beliefs.

Policy AC-TCA

WHAT IS DISCRIMINATION OR HARASSMENT?

"Discrimination or Harassment" means to engage in any unwelcome physical or verbal conduct or any written, pictorial, or visual communication by an individual that is directed at an individual or group because of membership in a protected class, which conduct or communication objectively offensive to a reasonable individual who is a member of the protected class.

Examples include singling out a student based on a protected class, name calling, inappropriate jokes, offensive language, physical acts of aggression against or person or property, hostile acts, written or graphic material which intimidates, demeans, or threatens someone, touching someone in a private area (where one wears a swimsuit), or making a sexual reference or innuendo.

Policy AC-TCA

WHAT SHOULD A STUDENT DO IF THERE IS DISCRIMINATION?

Choose the appropriate answer(s):

a. Tell the person to stop.

b. Threaten the person.

c. Tell a teacher, counselor, principal or assistant principal.

d. Take a screen shot if it happened virtually.

e. All of the above

f. Only answers a, c, and d

ANSWER

f. Only answers a, c, and d

- Tell the person to stop.
- Tell a teacher, counselor, principal, or assistant principal.
- Take a screen shot if it happened on social media. Screen shots are helpful evidence.

TCA cannot address situations unless they are reported.

The earlier situations are reported, the better.

WHAT ARE THE CONSEQUENCES FOR DISCRIMINATION OR HARASSMENT?

A student may be suspended or expelled for discrimination or harassment.

The consequence will be more serious if it is directed at a person, occurs in a classroom or at a school activity, happens in front of others, is repeated after being asked to stop, or a power differential exists between the people.

WHAT IF THE STUDENT IS JUST JOKING AROUND?

- If the words or actions meet the definition of discrimination, a student will receive consequences even when joking around.
- Discriminatory jokes or actions **are never** appropriate at school or at school activities.
- The impact of the actions is what is considered by administration.

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WHAT IF THE STUDENT IS JUST JOKING AMONG FRIENDS?

Others may overhear or witness what is happening. Remember you are accountable for anything you say or do at school.

CONFIDENTIALITY AND RETALIATION

- TCA administrators will attempt to maintain confidentiality of anyone who reports discrimination or who serves as a witness.
- Anyone who retaliates (or gets back) at someone who reports discrimination or someone who provides information to TCA may be suspended.

ADMINISTRATORS & ADVOCATES

Mr. Peterson	CP Administrative Office
Mrs. Hille	CP Administrative Office
Mrs. Wehrman	CP Counselor Office
Mrs. Birkey	North Campus, Room 3452
Mrs. Valdéz	North Campus, Room 3453

TITANS USE SAFE2TELL™

Safe2Tell™ is a safe anonymous way to report information about a safety concern 24 hours a day, seven days a week.

Safe2Tell™ is a Colorado Prevention Initiative for school safety.

1-877-542-7233

www.safe2tell.org

HOW DOES SAFE2TELL™ WORK?

- Safe2Tell™ provides a safe, easy way to report information about anything that may be a concern to school or community safety.
- Safe2Tell™ is available to all Colorado schools, students, and parents – anyone who needs to report a concern but wants to remain anonymous.

HOW DOES SAFE2TELL™ WORK?

- Anonymity is guaranteed by law; there is no caller ID and caller's names are not required.
- Safe2Tell™ provides a way to break the "code of silence" while protecting those who tell.
- It is against the law to give a false report.

TITANS STRIVE TO RESOLVE CONFLICTS

Be a person who unites and is not divisive. Be someone who brings people together, not one who tears them apart.

Be a peacemaker. Be someone who, as much as possible, seeks to be in a right relationship with all members of the TCA community.

Be someone who humbly acknowledges that living in community means "it is not all about me."

It comes down to being kind. Sometimes it can be hard to do when someone has different religious or political views. TCA believes that every person is worthy of dignity and respect – no matter what!

CONFLICT RESOLUTION PROCESS

Resolving concerns before they lead to ongoing conflict is best. It involves both people respectfully talking through the issue and listening to the other person, with the goal of resolving the matter at the appropriate level.

CONFLICT RESOLUTION PROCESS

- If you have an issue with another student, talk first with the student.
- If you have a classroom issue, talk first with the teacher.
- If you have a school-wide issue, talk first with the principal.

It can be intimidating to talk to a classmate about a point of conflict. Administrators or counselors can help coach you through that and even be present in that meeting, if it would be helpful. Know you don't have to figure it out alone.

CONFLICT RESOLUTION PROCESS

If after attempting to make things right at the appropriate level and the matter is still a concern, take it to the next level by asking a staff member (a teacher or administrator) to guide you through the resolution process.

If civilization is to survive, we must cultivate the science of human relationships – the ability of all peoples, of all kinds, to live together, in the same world at peace.

- Franklin D. Roosevelt