GISNY Rights and Anti-Bullying Policy

In a diverse community in which many people must coexist, we must show respect for one another. Therefore, we have established the following rights:

1. Everyone has the right to be treated in a friendly and humane manner.

2. At all times, one should expect consideration and protection of its own personal being.

3. Personal property in the school must be protected.

4. Everyone has the right to work in a disturbance-free atmosphere and to express their opinion in a fair and reasonable manner.

5. Everyone has the right to express their individual personality insofar as it does not infringe upon the personal honor or self-respect of another person, the laws for the protection of youth, and the universal rights of humans.

At GISNY, all forms of bullying, including cyberbullying, are not tolerated because it infringes upon student´s rights, as stated above.

What is Bullying/Cyber Bullying?

(Cyber)Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical, and/or social behavior that intends to cause physical, social, and/or psychological harm. It can happen in person or online (cyberbullying), and it can be obvious (overt) or hidden (covert). Bullying behavior is repeated or has the potential to be repeated over time.

verbal	–	name-calling, making fun of a person, etc.
physical	–	punching, pushing, breaking someone's things, etc.
relational	–	purposefully leaving someone out of a game or group in an unkind manner, ignoring, telling others implicitly or explicitly to do the same, etc.
indirect	–	spreading false and negative stories or rumors
extortion	–	stealing someone's money or property directly or coercing another to give something against their will/wishes
online/ cyber	–	put pictures online without someone's permission, send mean texts, be rude or mean to someone in an online game, pretend to be someone else to spread hurtful messages online, etc.

Reporting

All forms of bullying are deemed unacceptable by the School. Any student who believes they have been or are being bullied or harassed by other student(s) or who has witnessed an incident of harassment/bullying by (a) fellow student(s) should take the following steps:

- Speak to the offender directly, if comfortable doing so, and request that the harassment/bullying stops. We at GISNY believe that many disagreements among students can be successfully resolved by both parties focusing on GISNY core values of mutual respect and mature behavior. However, in instances of bullying, including sexual or any other harassment, reports must be made to a faculty or staff member with whom the student is comfortable (such individual will then report to a member of the administration). You may also use the ***bullying incident report form***.

- If the student is uncomfortable with speaking directly to the person(s) or if the harassment/bullying does not stop, the incident should be reported to a teacher, an administrator, the School Psychologist, or another person of trust with whom the student is comfortable (such individual will then report to a member of the administration). You may also use the ***bullying incident report form***.

Anyone who knowingly or maliciously makes a false report pursuant to this policy is subject to disciplinary action. Retaliation against a person who reports bullying provides information during an investigation of bullying, witnesses, or has reliable information about bullying is prohibited.

Investigating

If the school receives a report of bullying behavior, an impartial investigation will be opened by the school promptly. This may include interviews of the complainant, the alleged offender, and others. It may also include other methods, such as viewing emails, text messages, photographs, and social media pages. The School will attempt to protect the privacy of the individuals involved during any investigation, restricting related information on a "need to know" basis. Although the school cannot guarantee confidentiality, GISNY will not reveal the name of a person who complains about harassment/bullying without that person's permission, whenever possible.

Discipline

If the school determines that this policy prohibiting harassment/bullying has been violated, the school will take disciplinary action against the offender in accordance with the **GISNY School Rules**. Such action may include but is not limited to: a verbal or written warning to the offender(s) by a teacher or heads of school, an apology (if desired by target) and/or referral of the case to the heads of School for consideration of any disciplinary measures, such as temporary suspension or expulsion for students. The School Psychologist also receives notice

of all cases involving harassment/bullying by students and may refer to outside counseling where appropriate.

Recordkeeping

The Head of School and Head of Lower School will maintain records of complaints of harassment/bullying, any subsequent investigation and disciplinary action if applicable. Access to these files is strictly limited.

Approved at the General Conference Oct. 22, 2020
Amended on January 30, 2024 to refer to roles of responsible parties (Head of School, Head of Lower School), instead of explicitly named persons (Mr. X)