

Introduction: It is our intention to create a safe environment for learning. Consequently, we desire to construct and distribute a clear, simple, and uncomplicated policy on all types of bullying, something where the expectations are clear at every level. For this reason, we have constructed this summary policy for distribution among students, families, and faculty.

'Bullying' shall be defined as an intentional and unwelcome electronic, written, verbal, physical or psychologically destructive act, or series of acts, directed at another student, which occur(s) in a school setting, school vehicle, or school sponsored event that interferes with a student's education, emotional well being, or the orderly operation of the school.

Prevention and Monitoring: The school administration and staff will create a climate of Christian love and learning, both with students and parents. We expect students, parents, and employees to act responsibly and respect the rights of students and to actively model healthy caring and love. We intend to be proactive with positive values and not reactive to bullying trends. We will support teachers in identification and referral process, understanding that they are professionals and can discern between normal and harmful behavior. We understand that bullying is a destructive and covert activity that cannot be overlooked. The Administrator or designee shall review and disseminate a current policy with students annually. Parents and students can also expect adequate supervision as the key preventative measure. Faculty can expect that parents will report incidents in a respectful and timely manner and make the school aware of current issues. Staff who overlook a reportable incident will be held accountable for that issue. Student bystanders who do nothing during or after a bullying incident shall also be held accountable and face negative consequences. Once a report has been filed, there will be ongoing monitoring of the reported incident.

Investigation, Intervention, and Reporting: When bullying is observed or reported, teachers will investigate and/or intervene in a prompt, safe, non-harmful manner, using ordinary prudence and appropriate supervision. Because of the difficult nature of determining if some types of cyber bullying take place on school grounds, the school will take particular care to identify if the sending or receiving of electronic forms of bullying takes place during school hours on school property. If a student or parent reports a bullying incident orally or in writing, a school faculty or administrator will make a thorough inquiry. School employees will be obligated to report appropriately with a reporting form given to the head teacher who will in turn report to the Superintendent. The school will take corrective action when the report is verified. The parents of both the accused child and victim will be informed of the outcome of any incident or investigation.

Student Responsibilities and Acknowledgement: Students who are identified in a report will be required to write out an explanation of their actions along with the moral and biblical expectations for Christian behavior. If a student has a problem, he/she can report to any teacher, administrator, or guidance counselor.

Categories of Bullying and Suggested Consequences: One aspect of prevention is to publish clear consequences for unhealthy behavior. The following schedule of possible punishments and/or recourse was worked out over a series of meetings with teachers in the spring of 2012. This is only a suggested range of possibilities. Every offense will be considered individually for its implications as well as its destructive and restorative value. Possible consequences include:

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| 1. Monitor behavior | 6. Loss of school privileges: sitting with friends, field trips, sports, music, off site events | 10. Meeting with Superintendent |
| 2. Talk | 7. Exclusion from school sponsored activities | 11. Watch a prevention video |
| 3. K3-5 th : grade-appropriate responses | 8. Detention | 12. Suspension |
| 4. Counseling within the school | 9. Meeting with Head Teacher | 13. Expulsion |
| 5. Parent/Guardian conf. / letter | | 14. Law enforcement referral |
| | | 15. Being escorted off the property |
| | | 16. Counseling outside |

