

Central Wisconsin Christian School Bullying Policy (Final – Feb 2015)

Rationale

In John 15:12 we read “My command is this: Love one another as I have loved you.” It is our desire to put these words into daily practice at CWC. We recognize that each child at CWC is created in God’s image, but we also recognize that these children live in a fallen world. Therefore conflict and behavior may arise that is contrary to Christ’s calling. CWC realizes that while bullying may occur, it is never acceptable. We seek to implement a clear framework for dealing with bullying incidents in order to protect our students and help the bully to learn how to relate in a way that is in line with biblical standards.

Definition

Bullying occurs when a person or group is intimidated, frightened, excluded or hurt by a pattern of behaviors directed at them by others. This behavior, whether in verbal, physical or electronic form, creates a objectively hostile school environment which meets one or more of the following conditions:

- Places the person in reasonable fear of harm to person or property.
- Has a substantially detrimental effect on the person’s physical or mental health.
- Has the effect of substantially interfering with academic or job performance.
- Has the effect of substantially interfering with the person’s ability to participate in or benefit from the services, activities, or privileges provided by this school.

Responsibilities

Students

- Students being bullied should report it to staff, parents or another adult
- Students who are aware of bullying should report it to the teacher or through an electronic report form
- Students should take appropriate steps to discourage or prevent bullying.

Parents

- Parents are encouraged to take what their children say seriously and to report bullying concerns to the teacher first. Parents need to accept that the whole story may be quite complex and trust the school to resolve bullying matters.
- Parents of students accused of bullying are urged to take the situation seriously and not minimize their responsibility. Parents will meet with the principal if deemed necessary.

Staff

- Non-teaching staff should refer all allegations of bullying to teacher and principal, in that order.
- Teaching staff should establish whether an alleged incident is isolated or an ongoing pattern of behavior.
- Teaching staff are to refer to principal with allegations and incidents of bullying in a timely matter. For reporting purposes, staff is encouraged to keep a written record of such incidents.

Procedure

- The teacher or staff person should address both parties, separately if appropriate. Some goals are to: affirm the student’s feelings, gather information and assess any safety issues, identify tactics that have not worked previously, generate solutions for the future, work

towards reconciliation, help the student create a plan, and if necessary, apply consequences.

- Repeated incidents require the involvement of administration. The principal or their proxy shall investigate all allegations of bullying reported to them. The principal is responsible for keeping an electronic file after receiving report. Parents of victim and bully will be informed throughout the process.
- If in the opinion of the administrator, the behavior is having an impact on the learning environment at school, the administrator is authorized to act even if the behavior takes place off campus or outside of school activities.
- The school will take serious disciplinary action in cases of retaliation. Discipline will follow the discipline policy.