

JOHN PAUL II ELEMENTARY SCHOOL

BULLYING/ HARASSMENT POLICY

It is the policy of John Paul II School that any type of harassment or bullying is unacceptable, in some cases illegal, and will not be tolerated. As per administrative discretion, any student violating this policy shall be subject to disciplinary action such as removal from outside activities (e.g., recess, field trips, service project activities), in-school and/or out-of-school suspension, or in serious cases, expulsion.

Bullying/Harassment: Repeated and intentional harmful contact made by one or more students, directed towards another student by personal contact, phone or computer. This also includes verbal or written threats made against the physical or emotional well-being of any individual. These actions are taken very seriously by John Paul II School. Outside of school threatening behaviors such as cyber-bullying or other such intimidation tactics are considered totally unacceptable in our Catholic school setting. Students making such threats (seriously, in jest, or online) face disciplinary action. The following are examples of behaviors not tolerated at John Paul II School:

- ▶ Behaviors which include physical aggression, social aggression, verbal aggression, written aggression, intimidation, sexual harassment, or racial/ethnic harassment.
- ▶ Isolation of the victim by making him/her feel rejected by his/her classmates or school community.
- ▶ Malicious gossip and rumor spreading.
- ▶ Physical – harmful actions against another person’s physical body (e.g., hitting, kicking, shoving, invading another’s circle of grace).
- ▶ Verbal – Speaking *to* a person or *about* a person in an unkind or hurtful way (e.g., profanity, name-calling, teasing, taunting, mocking, spreading rumors)

REPORTING:

Students should report such incidents to Administration or their classroom teacher. All reported incidents will be thoroughly investigated and subject to disciplinary action. Confidentiality will be maintained to the extent possible. If a student is dissatisfied with the handling of the complaint, he/she may file a written complaint and utilize the grievance procedures as listed in the John Paul II School Handbook.

School system employees and students are responsible for maintaining a working and learning environment free from harassment/bullying. All allegations will be carefully scrutinized. Copies of this policy will be available in the administration office as well as in the John Paul II Student/Parent Handbook.

Year _____