

# SEMINARY OF CHRIST THE KING

## ABUSE POLICIES

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SEMINARY OF CHRIST THE KING • PO BOX 3310 • MISSION, BC • V2V 4J5 • PHONE: 604-826-8715 • FAX: 604-826-8725

### Anti-Bullying/Harassment Policy

#### Rationale

The foundation of Catholic teaching about life and relationships is respect for the human person. “The quality of men rests essentially on their dignity as persons and the rights that flow from it.” For this reason all persons must be protected from all forms of abuse, neglect, bullying, harm or threat of harm. The Seminary of Christ the King is committed to providing and promoting a learning environment that enables every student to feel safe, accepted and respected.

The Seminary of Christ the King works continuously to develop strategies that make students feel valued, respected and connected within the seminary community, while remaining consistent with the teaching of the Catholic Church. This includes the protection of all students’ physical safety, social connectedness, inclusiveness as well as protection from all forms of bullying.

#### Definition

Bullying is a pattern of repeated actions targeted at a person in a deliberate manner, intended to reduce the perceived power that person has over the situation or to harm that person. All acts of bullying have the characteristics of being dehumanizing, intimidating, humiliating, threatening, and evoke fear of physical harm or emotional distress in the person being targeted.

Bullying encompasses a wide range of behaviours in a relationship between a dominant and a less dominant person or group where:

- an imbalance of the perceived power is manifest through aggressive actions
- physical or psychological (verbal and social) abuse occurs
- negative interactions occur directly (face-to-face) or indirectly (gossip, exclusion)
- negative actions occur with intent to harm, which can include some or all of the following:
  - a) physical actions such as punching, kicking, biting, making sexualized gestures, jokes, comments or any actions that can hurt the person’s body, damage belongings or make the person feel badly about himself;
  - b) verbal actions such as threats, name calling, insults, racial and cultural slurs or jokes and/or comments.
  - c) social exclusion such as spreading rumours, ignoring, gossiping, excluding.
- negative actions are repeated and/or the intensity or the duration of the actions

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- establishes the bully's dominance over the person. The person thus becomes a victim of injustice.
- information and communication technologies are used physically to threaten, verbally harass or socially exclude an individual or group.

### **Education, Awareness and Prevention**

Every seminarian has a right to know himself as an integral member of the seminary community. He must be made aware of and connected with senior students, prefects and superiors to whom he can ask assistance and discuss difficulties.

Within the first weeks of the year, each seminarian should be aware that he has many avenues to receive assistance, to ask for help, to report misbehaviours: the Rector, grade formators, spiritual directors, members of his hockey team, peers and senior students.

- Each Student receives a copy of The Seminary Guidelines at school opening.
- At the beginning of every school year the Rector will discuss the Seminary Guidelines with the student body. While discussing sections 25-28 under the heading *Relations with Others*, special attention will be paid to being aware of the respect and responsibilities that each student and member of the faculty have towards each other. This will include anecdotes and scenarios, patterns of behaviours with peers and superiors where conflicts may arise, or bullying shows itself – how to respond to situations and how to offer and ask for assistance.
- Every year the faculty will review and discuss the Abuse, and Anti-bullying policies during a faculty meeting.
- When seminarians are applying to the seminary discussions with them and with their parents/guardians must include the seminary's approach to any kind of bullying and inappropriate behaviours.
- During the school opening Family Day, relations among the seminarians and faculty is one of the topics discussed with parents/guardians.
- Students, Faculty and Parents/guardians must be made aware of the responsibility to respond to, support and how to report bullying or harassment.
- In all circumstances, the Seminary will review the impact and consequences of the bullying and apply disciplinary actions commensurate with the offence, and can range

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from reprimand, through suspension to expulsion, depending on the circumstances and the harm inflicted.

- Discussions with faculty, students and parents will include the seminary's approach to unacceptable behaviours: emphasizing working towards the good of all involved. As mentioned in the Student Guidelines #34, 35, we all try to take responsibility with and for each other as we face our and others' mistakes in charity, openness, mercy and justice. Each person must be met as they are and how they are as we go forward together as a community without minimizing or exaggerating harms done. This includes the importance of encouraging those who have been the object of or have witnessed unacceptable behaviours always ensuring that those who seek help and advice will be supported and not receive retaliation for doing so.