

SEMINARY OF CHRIST THE KING

SEMINARY RULES

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

Harassment and Bullying Prevention Policy

School Statement for Bullying Prevention

The purpose of this policy is to promote a safe, inclusive, and respectful learning environment for all students, free from bullying, harassment, and discrimination. At Seminary of Christ the King we are committed to providing a learning environment that is safe, caring and provides our students with every opportunity to grow to their full potential—physically, socially, emotionally, intellectually and spiritually. All students, staff, and parents have a responsibility to promote the protection of students' physical safety, social connectedness, inclusiveness and protection from all forms of bullying.

What is Bullying?

Bullying is defined as any repeated or systematic behaviour by a student or a group of students, directed toward another student, that is intended to cause physical or emotional harm and often involves an imbalance of power or strength, creates a hostile environment, or interferes with a student's academic performance or ability to participate in school activities. Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying.

Bullying is behaviour that is:

Intentional: Intentional bullying is purposeful and willful. It is not accidental behaviour or gestures that are made in fun.

Repeated: One single action can qualify as bullying, but bullying behaviours are often carried out over and over again.

Negative: Bullying often includes negative behaviours that are both verbally and physically hurtful. Verbal bullying can be threatening, taunting, teasing and name-calling. Physical bullying can include hitting, pushing, kicking, pinching or restraining. Negative behaviours can also include making faces, dirty gestures, intentional group exclusion or refusing to comply with another's wishes.

Conducted by one or more youths: Bullying can be carried out by a single individual or by a group.

Directed against a youth who has difficulty defending himself or herself. Those who bully and the youth who gets bullied do not have the same physical or psychological strength.

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What are Some Effects of Bullying?

The child being bullied may experience: lowered self esteem, self blame, anxiety, depression, headaches, stomach aches, avoidance of school, absenteeism, disrupted academic achievement.

Reporting Bullying:

All students who see or hear about a bullying incident must report the incident to their classroom teacher, the principal or another staff member.

Response to Bullying Incidents:

Intervention

1. Immediate intervention by the teacher or principal who witnesses bullying. The teacher or principal will break contact between the bullying student and victim or groups of students.
2. The teacher or principal will intervene to support the child who has been bullied.
3. The teacher or principal who receives a report of bullying behaviour will begin the investigative process to gather additional information.
4. The teacher or principal will meet with any witnesses or bystanders to the incident.
5. The teacher or principal will take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of this policy.

Alert Colleagues

6. The teacher or principal will inform other adults of the incident and ask if they have witnessed similar behaviours. The teacher or principal will encourage colleagues to increase their supervision of the involved youth.

Notify Parents

7. The parents of the child who has bullied will be informed by the teacher or principal. The parents will be involved in the intervention and resolution.
8. The parents of the child who has been bullied will be informed by the teacher or principal and parents will be involved in the support process of their child.
9. If the bullying behaviour is repeated, the parents of the bully will be informed and the bully will have a further consequence. Depending on the age of the child, and at the discretion of the principal, a suspension may be given with a review of the desired social skills.

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Document Incident

10. The teacher or principal will write an objective description of the incident.

Consequences of Unacceptable Behaviour

11. The teacher or principal will talk to the bully and try to understand why he bullied the victim.

12. The teacher or principal will inform the youth he will be monitored for additional incidents or retaliation.

13. The teacher or principal will inform the bully of the appropriate consequences for bullying.

14. The teacher or principal will impose fair consequences that are connected to the offense.

15. If the bullying behaviour continues, further suspension will be given at the discretion of the principal and in some cases, students may be expelled.

Range of Consequences (alphabetical)

Behavioural/Performance Contract: In some instances, the student will be required to meet specific behavioural standards. Such behavioural action plans are documented, with copies provided to all concerned parties.

Conference: A conference may be held with the student, teacher, administrator and appropriate staff to develop a plan for action. Parents may be notified/involved.

Expulsion: At the discretion of administration.

Formal Administrative Interview: Incidents will be documented and parents will be notified. If required, a meeting will take place with parents, administration, and appropriate staff. The student must commit to a written plan of action designed to modify the underlying behaviour. Behaviour will be monitored and documented over a period of time, after which a follow-up conference will take place. Under extreme cases, the student may be suspended.

Informal Discussion: All concerned parties will meet with the student to reach an agreement regarding the student's behaviour.

Outside Agency: Whenever necessary, the appropriate outside agency will be notified. Some examples include Pastoral, Child and Family Services, Police, and Clinical Support Services.

Parental Involvement: The parent will be contacted to discuss the specific behaviour of the student and steps that must be undertaken to change the behaviour. The nature of the contact

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could vary from a telephone conversation to a formal conference at the school involving the parent, student and school personnel.

Removal of Privileges: Access to playground, lunchroom, and participation in field trips, extra-curricular activities, and special events will be removed. The school will notify the parent when such privileges are removed.

Restitution: The student or parent may be required to compensate for damages incurred. Such restitution may be monetary in nature but could take alternate forms.

Suspension: In-school or out-of-school suspension from school is a serious consequence that is imposed subject to administrative discretion.

Withdrawal from Classroom Setting: The student will be temporarily withdrawn from the classroom setting and relocated to a supervised alternate location.

Students of SCK are expected to (but not limited to):

- Respect the rights and dignity of all persons in the school community.
- Refrain from participating in or promoting any behavior that would threaten, harass, bully, intimidate, assault (verbally and/or physically) or cause harm to any person.
- Report incidents of bullying or harassment that they witness in the school or at school activities.
- Refrain from abusive/suggestive language (e.g., language that degrades someone's dignity because of race, religion, ethnicity, culture, sexual self identity, disability and/or socio-economic background).
- Refrain from misuse of computer technology, including personal electronic devices and/or multimedia electronic devices.
- Work and socialize cooperatively and appropriately with everyone in the school community.
- Not be in possession or be under the influence of drugs and/or alcohol and not be in possession of weapons in school or at school activities.
- Respect all property.