



IMMANUEL CHRISTIAN SCHOOL NO BULLYING POLICY & PLEDGE

No Bullying Policy

It is the policy of Immanuel Christian School and our goal to maintain a safe learning and work environment in which students and staff feel accepted and loved so that they can freely learn and build Godly relationships. Students, staff, and the school community are expected to conduct themselves in a respectful, Christian manner and demonstrate a high level of respect and dignity towards others. ICS prohibits all forms of bullying.

DEFINITION: Bullying is **intentional** harmful behavior initiated by one or more students and directed toward another student which is repeated over time. For our purposes, it takes place in the school, on school property, on school field trips, or online. Examples of bullying are as follows:

- **Verbal:** name calling, put downs, racist remarks, repeatedly teasing, threats, spreading rumors, sending inappropriate (violent, sexual, malicious, etc.) notes or pictures in any medium (magazine, over a cell phone or internet, etc.)
- **Physical:** pushing, hitting, shoving, biting, hair pulling, scratching, spitting, tripping, damaging or stealing the victim's property, locking a person in a room, making mean faces or rude gestures, initiating or forcing inappropriate touching, etc.
- **Social:** ostracism or exclusion, ignoring, being blatantly unfriendly, alienating, etc.
- **Psychological:** acts that instill a sense of fear or anxiety, etc. · Any act that insults or demeans an individual in such a way as to cause distress, fear, and reluctance to attend school, a decline in work standards or problem behaviors.

Annual training is provided for staff, students, and families in the prevention of bullying and how to intervene in bullying situations. Additionally, students will be taught through specialized curriculum, small group discussion, and activities the necessary skills to recognize and abstain from bullying and defend others when they see bullying occur.

"Bully Boxes" are available throughout the school building where students may anonymously report suspected bullying incidents. Students may also report to their teachers or the School Counselor and are encouraged to speak with their parents if they or someone they know is being bullied. · Confirmed incidents of bullying will be addressed as soon as possible and parents of both the student being bullied and the bully will be contacted by school administration. Every effort will be made to protect the students involved and to work for restitution and the restoration of everyone involved.

Parents and students are required to sign the following No Bullying Pledge.

No Bullying Pledge

We agree to do our part in preventing bullying at Immanuel Christian School. We believe it is the equal right of everyone to enjoy our school and to feel safe, secure, and accepted regardless of color, race, gender, popularity, athletic ability, intelligence, religion, and nationality.

Bullying can be pushing, shoving, hitting and spitting, as well as name calling, picking on, making fun of, laughing at, inappropriate sexual comments and excluding someone. Bullying causes fear, pain, and stress to victims and is never justified or excusable as "kids being kids," "just teasing" or any other rationalization. The victim is never responsible for being a target of bullying.



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As parents/guardians, we pledge to:

1. Keep ourselves and our children informed and aware of No Bullying Policies and Procedures.
2. Work in partnership with the school to encourage positive behavior, valuing differences, and promoting sensitivity to others.
3. Talk with our children about their feelings about schoolwork, friendships, and relationships.
4. Inform faculty of changes in our children's behavior or circumstances at home that may change a child's behavior at school.
5. Alert faculty if any incidents of bullying have occurred.

As a student, I pledge to:

1. Learn about my school's No Bullying Policies and Procedures.
2. Show positive behavior and be sensitive to others.
3. Talk with my parents about my feelings about schoolwork, friendships, and classmates.
4. Tell my parents or teachers if any bullying has occurred.

Parent Signature

Parent Printed Name

Date

Student Signature

Student Printed Name

Date