

ANTI-BULLYING / DISCRIMINATION POLICY

We want our school to be a safe place for all students. Consequently, bullying is never acceptable behaviour at CLS and is dealt with by the adults in supervisory positions. We encourage students to inform the supervising adult, their own homeroom teacher, or administration if they have been bullied or if they have witnessed a bullying incident. God expects us to treat others with respect and we expect it as well. (Colossians 3) “But now you must rid yourselves of all such things as these: anger, rage, malice, slander, and filthy language from your lips.” (v.8) “Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity. Let the peace of Christ rule in your hearts, since as members of one body you were called to peace.” (vv. 12-15)

In a bullying situation there is a power difference between the bully and the victim. For instance, the bully may be bigger, tougher, physically stronger or able to intimidate others or has the power to exclude others from their social group. The intention of bullying is to put the victim in distress in some way. Bullies seek power and may operate in a variety of ways. Bullying may be physical, verbal, or relational where some students are excluded or have rumours spread about them.

Definitions of Bullying

This Policy is to identify and address various types of Bullying – Verbal, Social and Physical.

Verbal refers to – threats, name calling, teasing or sexual remarks, etc.

Physical refers to – hair-pulling, biting, hitting, pushing and personal attack etc.

Social refers to – manipulating or ruining friendships, excluding / ignoring others, malicious notes or emails about another student etc.

The above list is not exhaustive but it does identify some of the ways bullying occurs. It is also equally important to recognize that not all incidents involving conflict are necessarily “bullying”.

At CLS, each student, parent and members of Faculty are empowered to identify and act upon any situation that should arise. While this policy addresses bullying of students there is also bullying of teachers by students and this needs to be

addressed with administration. Bullying differs from an act of aggression in that it is repetitive and targeted in nature.

Expectation of Student(s)

1. To show respect for one's self and to others,
2. To be Responsible for one's own actions,
3. To accept and tolerate personal differences,
4. To not initiate or assist in Bullying of another person.
5. To respect teachers and not initiate bullying toward them.

Preventing Bullying

1. Develop awareness of Bullying through education
2. Promote a 'safe place / atmosphere' while at school and play
3. Promote positive student interactions and conflict resolutions
4. Make information and resources available to student(s) and parent/guardian

Roles & Responsibilities

1. Parent(s)/guardian(s) are responsible to understand and support the goals and procedures of the Anti-Bullying Policy publicly and privately. If the issues are still unresolved they should address their concerns to the administration.
2. Students are responsible to understand, support, and obey all school rules and humbly submit to correction when it is given.
3. School personnel and monitors are responsible to understand, support, and follow the goals and procedures of the Anti-Bullying Policy. They are responsible to enforce all school rules fairly. They are responsible to keep accurate records of serious or repeated offences. (An Incident Report form is available from the school office.)
4. Any Parent/Guardian, faculty member who identifies behavior of Bullying; the following steps are required;
 - Separate the students involved,
 - Ensure that there is no physical injuries to the students involved,
 - Contact CLS Faculty.
5. Upon receiving a Bullying altercation, CLS Faculty will ensure the following steps are to be taken;
 1. Ensure that there is no physical injuries to the students involved,
 2. Identify the student which is being Bullied and the student being the Bully,
 3. Ensure that the student:

- Being bullied understands that the Bullying is not their fault,
 - Bullying understands the harmfulness of Bullying.
4. Report and record all incidents of bullying in an Incident Report.
 5. Monitor and followup on all incidents reported.

6. This Policy is to be reviewed by Administration and faculty yearly, unless otherwise required to address or to update this policy. Furthermore, this Policy is to be reviewed with all students through school general meetings or appropriate communications with parents.

At our school a variety of consequences and approaches are available to those persons entrusted with the responsibility of maintaining the school as a safe, efficient, and supportive environment. Consequences for bullying behaviour must be appropriate, corrective, and fair, but flexible enough to consider and/or adapt to the circumstances of any given situation. Consequences vary with the nature and degree of student compliance, but can include everything from discussions to expulsions. The important activity is action, rather than ignoring the situation. The administration is duty-bound to take what they deem is appropriate action.