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## STUDENT ANTI-HARASSMENT AND BULLYING PREVENTION

### Purpose:

To ensure that Khalsa School establishes and maintains a safe, caring and orderly school environment.

### Scope:

All employees, volunteers, students and parents

### Policy:

The safety and wellbeing of children is of paramount consideration. Khalsa School proactively safeguards students' physical safety, social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.

### Procedures:

At Khalsa School we have high standards for personal conduct as it involves other people, our environment, and our work. We view the pursuit of appropriate conduct as a shared responsibility among students, parents, and staff members.

We expect all members of our school community to adhere to basic principles and to work together to keep everyone feeling safe and respected:

1. Refrain from bullying, intimidation, or harassment of any kind, for any reason.
2. Treat others with respect and kindness.
3. Intervene, if it's safe. Or tell someone who can.
4. Include instead of exclude or ignore.

### **Harassment**

Harassment refers to behaviours, gestures, comments or displayed materials of a sexual, racial, gender-based, religious or personal nature that create an intimidating, hostile, or offensive educational learning environment. Claiming that an action was unintentional is no excuse, either legally or in our school setting.

### Examples of Harassment:

- Unwelcome sexual suggestions, requests or comments
- Unwelcome touching or physical contact
- Staring at or making unwelcome comments about someone's body
- Comments or jokes that make fun of or belittle or insult people because of their gender, sexual orientation, gender identity, race, physical or mental ability
- Racist, sexist, publications or graffiti, including online distribution
- Any unwelcome behaviour, such as starting rumors that are degrading or embarrassing

- Violent or threatening behaviour towards and individual or group

If a student has concerns about the nature of any physical contact or conduct by an adult employed by the school, fellow student, or by a member of the public, the student should immediately report this to the principal, assistant principal, or school counselor. Students are encouraged to report any conduct or contact that makes them feel uncomfortable, is bothersome, or is contrary to a stable learning environment. Formal disciplinary action may include, but are not limited to suspension or expulsion. A record of offences will be kept.

### **Bullying**

Bullying is a willful and deliberate act of physical, verbal, or relational aggression that involves an abuse of power and the intent to hurt.

Bullying can take on many forms, including, but is not limited to:

Verbal:

- Persistent taunting or hurtful teasing of others with put-downs and name-calling;
- Mocking or ridiculing another person's ideas, appearance, abilities or work;
- Making offensive or degrading remarks or claims about another's culture, gender, sexual orientation, gender identification, abilities, religion or social background;
- Spreading false and malicious rumours or gossip;
- Uttering sexually suggestive or sexually abusive comments;
- Forcing others to do something;
- Making threats, scaring or intimidating others, including behaviours such as extortion of money or possessions;
- Hurtful, offensive and/or threatening gestures, notes and graffiti;
- Intimidating or harassing messages delivered through any communication media including online or electronic messages -i.e. cyberbullying.

Physical:

- Any form of physical violence such as hitting, slapping, biting, choking, pulling, pushing, scratching, tripping, kicking, pinching and spitting;
- Unwanted physical contact such as touching;
- Interfering with, taking, or damaging the belongings of others. Relational:
- Ignoring, rejecting, isolating, or excluding others;
- Shunning others which involves both exclusion and rumour spreading;
- Purposefully manipulating and/or ruining relationships.

Students engaged in behaviours that interfere with the general welfare of students, the learning environment, or that reflect negatively on the school and its values, may be subject to disciplinary action even if this behaviour occurs off school property and at any time including evenings, weekends, or school holidays. Consequences will depend on the severity and frequency of the incident(s) and may include parental notification, suspension from school activities and classes, counselling, involvement of the police, suspension, or expulsion. The

student's age, maturity, special needs and special circumstances will be taken into account when determining consequences.

If a non-extreme bullying incident occurs, the perpetrator(s) will meet with a school coordinator or principal, and a letter pertaining to the said incident will be forwarded to parents. If a second incident occurs, the perpetrator(s) parents will be asked into the school and advised that if any further bullying occurs the student may be asked to leave the school. Upon a third incidence of bullying, either a safety plan or exit plan will be developed at the discretion of administration. Khalsa School will act in a judicious manner to take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of the policy.

Khalsa School participates in the ERASE Bully program. <http://www.erasebullying.ca/>