



PEACE ACADEMY

Bullying/Cyber Bullying Policy

Peace Academy strives to provide a safe, positive learning climate for students and a safe, positive teaching environment for its staff in the school. Therefore, it shall be the policy of Peace Academy to maintain an educational environment in which bullying and cyberbullying in any form are not tolerated.

- All forms of bullying and cyberbullying by students/staff are hereby prohibited. Anyone who engages in bullying or cyberbullying in violation of this Policy shall be subject to appropriate discipline.
- Students who have been bullied or cyberbullied shall promptly report such incidents to any staff member and staff members shall report to any administrator.
- Complaints of bullying or cyberbullying shall be investigated promptly, and corrective action shall be taken when a complaint is verified. Neither reprisals nor retaliation shall occur as a result of the submission of a complaint.
- Peace Academy shall annually inform (go over policies at the beginning of the year) students/staff that bullying or cyber bullying of students/staff will not be tolerated.

Definitions:

Bullying shall mean repeated unwelcome verbal, written or physical conduct directed at a student/staff by another student/staff that has the effect of:

1. Physically, emotionally or mentally harming a student/staff;
2. Damaging, extorting or taking a student/staff's personal property;
3. Placing a student/staff in reasonable fear of physical, emotional or mental harm;
4. Placing a student/staff in reasonable fear of damage to or loss of personal property; or
5. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities and a staff member's work.

Cyber bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or staff member by way of any technological tool, such as sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, social media or website postings (including blogs) which has the effect of:

1. Physically, emotionally or mentally harming a student/staff;
2. Placing a student/staff in reasonable fear of physical, emotional or mental harm;
3. Placing a student/staff in reasonable fear of damage to or loss of personal property; or
4. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities or a staff member's work.

All forms of bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of Peace Academy, offenders shall be subject to appropriate staff intervention, which may result in administrative discipline.

The term "bullying" and "cyber bullying" shall not be interpreted to infringe upon a student/staff's right to engage in legally protected speech or conduct.