Anti-Bullying Policy

**Bullied**: Someone repeatedly getting hurt or mistreated by another person or group. (If Sally doesn’t want to play with Jerry today, he is not being bullied.)

**Bully**: Someone who is hurting or mistreating another person or group

**Bullying**: An repetitive act of cruelty or mistreatment against another person or group of people. There are four types of bullying: *Indirect, Verbal, Physical* & *Cyber –*

**Bystander**: Someone watching someone get hurt or mistreated.

**Cyber Bullying:** Cyber is a type of bullying that involves any type of technology. Some examples would be bullying by means of texting/sexting, calling, emailing, videotaping, photographing, chatting, Facebook (or other social network sites).

**Costs of Bullying:** Costs of Bullying include physical, emotional, academic, social and financial costs for students, staff and/or parents. Bullying can also affect the culture or climate of an entire program or site. Here are some possible examples of these costs:

* **Physical Costs:** Getting pushed and bruised in a bullying incident.
* **Emotional Costs**: Lower self-esteem because of a bullying incident.
* **Academic Costs:** Decreased focus in class because of bullying.
* **Social Costs:** losing friends because of a bullying incident.
* **Financial Costs:** increased time and money spent on discipline.
* **Staff Costs:** lower staff morale.
* **Climate/Culture Costs:** increased fear or discomfort within a site climate or culture.

**Indirect Bullying:** Indirect bullying involves exclusion, rumors, gossip, hurtful notes, saying hurtful things behind someone’s back or other acts of mistreatment that are not directly acted upon someone and can be just as hurtful.

**Physical Bullying:** Physical is a type of bullying that involves unwanted physical touch or harm. Physical bullying can include; pushing, tripping, poking, fighting, slapping, etc.

**Upstander:** Someone that stands up or speaks up to stop or de-escalate a bullying incident.

**Verbal Bullying:** Verbal is a type of bullying that includes put-downs or insults that cause someone to feel bad or hurt. An example is being called a bad name such as, “loser” or “stupid”. Many times young people will use the word “gay” or other related words in order to make someone feel bad or hurt.

Policy for Bullying Prevention

The Valley Life Charter School District believes that all students have a right to a safe and healthy school environment. The district, schools, and community have an obligation to promote mutual respect, tolerance, and acceptance.

The Valley Life Charter School District will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate or harass another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

The Valley Life Charter School District expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff are expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campuses, the Valley Life Charter School District will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Each school will adopt a Student Code of Conduct to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Student Code of Conduct includes, but is not limited to:

* Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
* Students are expected to immediately report incidents of bullying to the principal or designee.
* Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
* If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or the Office of Student Services. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

* All staff, students and their parents will receive a summary of this policy prohibiting bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new student orientation, and as part of the school system's notification to parents.
* The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
* Staff are expected to immediately intervene when they see a bullying incident occur.
* People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.

Policy for Conflict Resolution

Following the 7 Habits, we encourage students to Seek 1st to Understand, and then be understood, to think Win-Win and to synergize

The Valley Life Charter School District believes that all students have a right to a safe and healthy school environment. Part of a healthy environment is the freedom to openly disagree. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others.

To prevent conflict, each school within the Valley Life Charter School District will incorporate conflict resolution education and problem solving techniques into the curriculum and campus programs. This is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment

The Valley Life Charter School District will provide training to develop the knowledge, attitudes, and skills students need to choose alternatives to self-destructive, violent behavior and dissolve interpersonal and intergroup conflict. Each school will adopt a Student Code of Conduct to be followed by every student while on school grounds, when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Student Code of Conduct includes, but is not limited to, the following:

* Students are to resolve their disputes without resorting to violence.
* Students, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow students resolve problems peaceably.
* Students can rely on staff trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.
* Students needing help in resolving a disagreement, or students observing conflict may contact an adult or peer mediators (*give location where listing of designated staff and students is posted).*
* Students involved in a dispute will be referred to a conflict resolution or peer mediation session with trained adult or peer mediators. Staff and mediators will keep the discussions confidential.
* Conflict resolution procedures shall not supplant the authority of staff to act to prevent violence, ensure campus safety, maintain order, and discipline students.