

# Saint Clement School Anti-Bullying Policy

Saint Clement School is a Catholic School where we view Jesus as our teacher and role model. It is our mission to invite our students to achieve a solid academic foundation, enlivened by the Gospel that will enable them to become problem-solvers, communicators, and caretakers of the world. Saint Clement School will not tolerate bullying behavior. Guided by this policy, our Code of Conduct and our Gospel Values, bullying behavior will be dealt with in a serious and timely manner.

We believe that all students have the right to a safe, caring and respectful school environment, free from bullying behavior. We also believe students have the responsibility, through their actions, to assist the staff in creating a safe, caring and respectful environment.

## 1. Roles and Responsibilities

Saint Clement students have a responsibility to:

- promote a positive environment by respectfully treating others as they would like to be treated
- refuse to bully others or to be a bystander to acts of bullying
- actively participate in school-wide and classroom anti-bullying initiatives and social skills programs
- report all acts of bullying they may encounter or observe to appropriate school personnel

The bullied are expected to:

- honestly and accurately report bullying behaviors to staff in a timely manner
- learn and apply appropriate strategies to counter bullying behaviors

Bystanders are expected to:

- honestly and accurately report bullying incidents
- support the bullied in positive ways such as saying stop and going with them to report incidents

Saint Clement Staff Members are expected to:

- provide leadership that models the Gospel Values and promotes positive relationships between students, staff, and parents
- implement the school's anti-bullying initiatives and reinforce the school's Code of Conduct
- investigate and document reports of bullying, apply interventions, and follow-up
- encourage and teach students to report incidents of bullying and to understand the difference between bullying and conflict
- communicate with parents about bullying incidents
- assist the bullied after an incident is reported

Saint Clement parents/guardians, parish, and community members are encouraged to:

- inform the school (teacher or staff) if bullying is suspected and document behavior
- work with the school to resolve and prevent further incidents of bullying
- familiarize themselves with the definition and consequences of bullying
- be active contributors to our school community while we strive to create a safe, caring and respectful school environment

## 2. Definition:

Bullying is a repeated and intentional act of peer abuse. A student is bullied when he or she is exposed to negative actions on the part of one or more students causing emotional, psychological and/or physical harm. These negative actions are intentional and hurtful. Bullying can be verbal, physical, relational or reactive. Intentionally and falsely accusing another student of bullying behavior will be considered bullying behavior. Bullying involves an imbalance of power, creates fear and interferes with a safe, caring and respectful environment.

We encourage students to let others know what hurts them and to say "stop" when hurtful behaviors (such as name calling, humiliation, gossiping, exclusion, hitting, threatening, etc.) continue. Common language that we use in school includes, "We don't do that here!" or "We don't say that here!"

