



# U.S. INTERNATIONAL CHRISTIAN ACADEMY

Serving students since 2001

**Owned and Operated by Teachers**

*with 25 years of experience in Teaching and Administration*

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*U.S. International Christian Academy is based on the concept that “God is the source of all life, truth, and knowledge. Therefore, true learning begins by knowing God”.*

## **Bullying/Intimidation – ANTI-BULLYING POLICY**

The school is committed to promoting a safe, healthy, caring, and respectful learning environment for all of its students. As such, bullying is strictly prohibited and will not be tolerated. Therefore, this policy prohibits any unwelcome verbal or written conduct or gestures directed at a student by another student that has the effect of:

1. physically, emotionally, or mentally harming a student;
2. damaging, extorting or taking a student’s personal property;
3. placing a student in reasonable fear of emotional or mental harm;
4. placing a student 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 or the mission of the school.

### **I. Definition**

- a. Bullying may involve but is not limited to: teasing, name-calling, slurs, rumors, jokes, false accusations, intimidation, stalking, innuendos, demeaning comments, pranks, social isolation, gestures, cyber-bullying or other verbal or written conduct. Cyber-bullying includes the following misuses of digital technology: teasing, intimidating, or making false accusations about another student by way of any technological tool, such as sending or posting inappropriate email messages, instant messages, text messages, digital images or website postings (including blogs and social network sites).
- b. This definition includes students who either directly engages in an act of bullying or who, by their behavior, support another student’s act of bullying.

## **II. Scope**

This policy prohibits bullying that occurs either:

- a. on school premises before, during, or after school hours;
- b. on any bus or vehicle as part of any school activity; or
- c. during any school function, extracurricular activity or other school-sponsored event or activity.

## **III. Reporting Complaints**

a. Each student and parent has a duty to report any bullying to the school immediately. If a student experiences (or a parent witnesses or learns of) any incident of bullying, the incident must be promptly reported to the school principal. The principal will provide the student/parent with the Bullying Complaint

## **IV. Disciplinary Action**

a. Any student found to have violated this policy may be subject to appropriate disciplinary action, which may include: temporary removal from the classroom, loss of privileges, detention, counseling, parent conference, suspension, expulsion, and/or notification to appropriate authorities. The disciplinary action may be unique to the individual incident and may vary in method and severity based on the principal's discretion.

V. False reports or accusations of bullying also constitutes a violation of this policy and may subject the offending party to appropriate disciplinary action.

Staff-Faculty Handbook

Parent-Student Handbook

School Handbook

Personnel Policies and Practices Policy

**(See Exhibit)**

<http://www.usicahs.org>

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