

## **Immaculate Conception High School Anti-Bullying Policy**

*Nothing in this policy shall be interpreted to prohibit or abridge in anyway any statements of expressions of our Catholic Faith, or the exercise of our beliefs as Catholics, or interfere in any way with the tenets of our Catholic Religion.*

Immaculate Conception High School prohibits acts of harassment, intimidation or bullying of a student. Immaculate Conception High School has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; harassment, intimidation or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect and refusing to tolerate harassment, intimidation or bullying.

### **Definitions:**

Immaculate Conception High School establishes that "harassment, intimidation or bullying" means any gesture or written, verbal or physical act, or any use of electronic communication (N.J.S.A18A:37-15.1) that takes place on school property, or at any school-sponsored function, or on a school bus and that:

- a. is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
- b. by any other distinguishing characteristic; and
- c. a reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student's property; or placing the student in reasonable fear of harm to his person or damage to his property; or
- d. has the effect of insulting or demeaning any student or group of students in such as ways as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.

Immaculate Conception High School may address and impose consequences for acts of cyber bullying occurring on school grounds or with school equipment or, when the acts occur off grounds when the safety of students is involved.

### **Expectations of Behavior:**

Immaculate Conception High School expects student to conduct themselves in keeping with the existing school rules and with a proper regard for the rights and welfare of other students and school staff, the education purpose underlying all school activities and the care of school facilities and equipment, consistent with the code of student conduct.

The Code of Conduct outlined in the Student Parent Handbook should guide and inform students of the behaviors expected of ICHS student and the consequences for not abiding by the Code of Conduct.

As regards to harassment, bullying and intimidation students must be aware that bystander behavior must conform to ICHS standards in particular,

- a. bystanders must walk away from acts of harassment, intimidation or bullying when they see them, or
- b. constructively attempt to stop acts of harassment, intimidation or bullying, and
- c. report acts of harassment, intimidation or bullying to the Principal or Vice-principal

### **Consequences for Behaviors:**

Immaculate Conception High School requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for the students who commit one or

more acts of harassment, intimidation or bullying, consistent with the code of student conduct. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying. Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses, consider the developmental ages of the student offenders and students' histories of inappropriate behaviors, per the code of conduct for students.

The following factors may be considered at the discretion of the administration:

- age, developmental maturity of parties involved
- degree of harm
- surrounding circumstances
- nature and severity of behavior
- incidences of past continuing patterns of behavior
- relationships between the parties involved; and
- context in which the alleged incidents occurred

The following factors may be considered for determining remedial measures:

- life skills deficiencies
- social relationships
- strengths, talents, traits, interests, hobbies
- extra-curricular activities
- classroom participation and academic performance
- school culture
- school climate
- student-staff relationships
- general class management
- neighborhood and family situations

The consequences and remedial measures may include, but are not limited to, the examples listed below:

**Consequences**

- admonishment
- temporary removal from the classroom
- deprivation of privileges
- classroom or administrative detention
- referral to disciplinarian
- in-school suspension
- after-school programs
- out of school suspension
- legal action
- expulsion

**Remedial measures**

- restitution and restoration
- behavioral assessment or evaluation
- student counseling
- parent conferences
- student therapy

**Reporting Acts of Harassment, Intimidation, and Bullying**

Immaculate Conception High School has outlined the following procedures and expectations for reporting acts of harassment, intimidation and bullying:

1. All faculty and staff members shall treat any report of bullying seriously and take action.

2. Faculty and staff members shall listen carefully to the student(s) reporting bullying and make sufficient inquiries to clarify what actually has been happening.
3. Students should be assured that they have acted correctly in reporting bullying.
4. The faculty or staff member who receives a report of bullying behavior shall make a written summary of the information and pass it on to the principal and/or vice-principal, who will take appropriate action.
5. The school administration shall thoroughly investigate all reports of harassment, intimidation, and bullying.
6. The school shall contact the parents of all students involved.
7. Any student who retaliates against another student for reporting bullying behavior shall be reprimanded and penalized in accordance with the school disciplinary code.

### **Response to Incidents:**

Immaculate Conception High School recognizes that some acts of harassment, intimidation or bullying may be isolated incidents requiring the school officials respond appropriately to the individual committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation or bullying that they require a response either at the classroom, school level or by law enforcement officials.

In considering whether a response beyond the individual is appropriate, the administrator shall consider the nature and circumstances of the act, the degree of harm, the nature and severity of the behavior, past incidences or past or continuing patterns of behavior and the context in which the alleged incidents occurred.

- Individual responses can include positive behavioral interventions and punitive actions.
- Classroom responses can include class discussions, role plays, research projects, skill building lessons on courtesy, tolerance, assertiveness and conflict management
- School responses can include theme days, parent programs, information sessions for parents and students

### **Retaliation**

Immaculate Conception High School prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation or bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity and circumstances of the act, in accordance with case law, Federal and State statutes and regulation and district policies and procedures.

### **False Reporting**

Immaculate Conception High School prohibits any person from falsely accusing another as a means of harassment intimidation or bullying. The consequences for such false reporting may be, but are not limited to:

- students: behavioral intervention, suspension or expulsion
- school employees: discipline according to school policies outlined in faculty handbook
- visitors or volunteers: appropriate action as shall be determined by school administrator after consideration of nature and severity and circumstances of the act, such action may include reports to appropriate law enforcement officials

### **Public Dissemination of this Anti-Bullying Policy**

Immaculate Conception High School shall publicize this policy in the following ways:

- The policy will be included in the Faculty Handbook
- The policy will be included in the Student/ Parent Handbook
- The policy will be posted on the school website, [www.ichspride.org](http://www.ichspride.org)

- All students will review the policy with the school bullying expert each year.