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ACADEMY IS A BULLY FREE-ZONE

What is our expectation? All students need to feel that they are valued and appreciated. They have a right to feel safe and know that all staff members will support them if they are bullied. It's important for bullies to realize that they will be held accountable for their behavior and face consequences each time they are involved in bullying.

What is bullying? Bullying is the repeated teasing of another and/or regularly singling out another to make him/her feel uncomfortable or excluded. Bullying may include implied or explicit threats.

Who is a bully? Bullies are people who rely on aggression and power to control others. They very carefully target their victims, choosing people who are vulnerable in some way. Bullies tend to have an inflated self-confidence and an exaggerated sense of self-worth. They have little interest in others' needs and find it difficult to take responsibility for their behavior. Children who bully often feel the victim "deserved it" or "asked for it" in some way.

What steps will be taken to resolve any instances of bullying?

Academy staff will develop clear rules and consequences with the children at the beginning of each year. Staff is watchful and alert to signs of bully behavior.

- Staff will immediately stop the bullying
- Staff will refer to the bullying behavior and to the relevant Academy rules against bullying.
- Staff will support the bullied child in a way that allows him/her to regain self-control, to "save face," and to feel supported and safe from retaliation.
- Staff will include the bystanders in the conversation and give them guidance about how they might appropriately intervene or get help next time.
- If appropriate, staff will impose immediate consequences for students who bully others.
- Staff will provide follow-up interventions, as needed, for the students who were bullied and for those who bullied.
- Staff will notify parents of children who were involved.
- Consequences –
 - Minimum: Removal from situation, staff intervention and parent notification/conference.
 - Maximum: Loss of social opportunities and/or dismissal from the program.