

**The Academy of St. Bartholomew**  
**Bullying Policy**

**2021-2022**

The Academy of St. Bartholomew believes that all students have a right to a safe and healthy school environment. The school and the school community have an obligation to promote mutual respect, tolerance, and acceptance.

The Academy of St. Bartholomew will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully 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 Academy of St. Bartholomew expects students and/or staff to immediately report incidents of bullying to the principal or designee. Faculty and Staff who witness such acts will take immediate steps to intervene when safe to do so. Each complaint of bullying will be properly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, during recess, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on our school campus, the Academy of St. Bartholomew will provide faculty and staff development training in bullying prevention and cultivate a school culture of acceptance and understanding of all students, faculty and staff to build the school capacity to maintain a safe and healthy learning environment.

Teachers will 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.

The Academy of St. Bartholomew 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, recess, 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 principal or designee.

\*Students can rely on Faculty and 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, Pastor and or The Diocese of Cleveland Asst. Superintendent Sue Biggs or Tracy Arnone. The Academy of St. Bartholomew 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 faculty, staff, students and their parents will receive a summary of this policy prohibiting intimidation and 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 Academy of St. Bartholomew will make reasonable efforts to keep a report of bullying and the results of investigation confidential.

\*Faculty and Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witness in any way.

## **POLICY FOR CONFLICT RESOLUTION**

The Academy of St. Bartholomew 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 opinion of others.

To prevent conflict, The Academy of St. Bartholomew will incorporate conflict resolution education and peer mediation problem solving techniques into the curriculum and school 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 Academy of St. Bartholomew 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. The Academy of St. Bartholomew has a student code of conduct in which, "students are expected to conduct themselves in a Christ like manner at all times" (Parent-Student Handbook, pg. 15; 2019-2020). This Code of Conduct is to be followed by every student while on school grounds, when traveling to and from school or a school sponsored activity, during lunch and recess, whether on or off campus.

- \*Students are expected to resolve their disputes without resorting to violence.
- \*Students will be trained in conflict resolution and peer mediation so that they can help each other to resolve problems peacefully.
- \*Faculty will be trained in conflict resolution and peer mediation strategies to help students resolve problems peacefully.
- \*Students can rely on faculty and staff to intervene in any dispute that is likely to result in violence and/or bullying of any kind.
- \*Students needing help in resolving a disagreement, or students observing conflict may contact an adult, Principal, Faculty and or designee.
- \*Conflict resolution procedures shall not supplant the authority of Faculty to act to prevent violence, ensure school safety, maintain order and discipline students.