

Kingdom Christian Academy Fulton, Missouri

Bullying Policy

policy # 2011-2

Purpose

Kingdom Christian Academy seeks to provide the best educational setting for all its students and promotes an environment where students are able to learn, free from harassment and bullying of any kind. School policy must define bullying, prohibit bullying on school property, at school-sponsored activities and on school buses and state the consequences of engaging in bullying behavior. It also requires school employees to report incidents of bullying to the school principal or other school administrators as outlined. This policy is to be clearly communicated and available to teachers, parents, students, and all other persons volunteering or assisting in any school activities.

What is Bullying?

Bullying is identified as any behavior, verbal or non-verbal, by an individual or group of individuals that is intended to cause physical, emotional, psychological or social harm to another individual or group of individuals. Bullying may be direct (face to face) or indirect. Bullying behaviors that are not addressed generally escalate in to more aggressive behaviors over time. These are learned behaviors that can best be addressed by teachers who demonstrate and teach pro-social behaviors.

Bullying occurs when a student:

- Communicates with another by any means including face to face, behind their back, telephone, writing or via electronic communications, intention to intimidate, or inflict physical, emotional, or mental harm without legitimate purpose, or
- Physically contacts another person with the intent to intimidate or to inflict physical, emotional, or mental harm without legitimate purpose. Physical contact does not require physical touching, although touching may be included.

Off-Campus Conduct Policy

Kingdom Christian Academy believes that a person's relationship with Christ should affect his or her conduct both on and off campus. Students should practice a lifestyle that reflects Biblical principles and Christ-likeness. Students will be held responsible for behavior occurring off-campus that violates this standard. The school reserves the right to discipline students for certain infractions regardless of whether these occur on or off school grounds, whether they occur before, during, or after school hours. Generally, the school will respond to inappropriate behaviors which occur during the school year. However, KCA reserves the right to review out of school year behaviors to determine eligibility for enrollment and participation in extracurricular activities.

Examples of off-campus behavior that may lead to disciplinary action include sexually inappropriate behavior, substance abuse, breaking of civil and/or criminal laws, and obscene, profane, or abusive language. Gossip that defames students, staff, or the school may also result in disciplinary action. Infractions which occur off-campus will generally require a meeting between the student(s) involved and the Administrator. In the spirit of open communication and cooperation, the Administrator will notify the parents concerning any disciplinary action before action is carried out.

Bullying Behaviors

The following is a list of behaviors that may demonstrate bullying. A student who demonstrates a bullying behavior may not be a bully. It is the goal of KCA to reduce bullying by addressing these types of behaviors as they occur.

Physical Behavior

1. Intentionally endangering the welfare of others. Such behaviors are not limited to but include the following:

- hitting
- kicking
- punching
- pushing
- tripping
- shoving
- spitting ON
- poking
- blocking

2. Other examples of physical bullying include:

- unwanted touching
- rude gestures
- taking or damaging another's property
- extortion of money or other items
- making someone do something they otherwise would not do

Verbal behavior

Verbal bullying includes but is not limited to the following:

- name calling
- teasing
- bossing
- threatening
- making fun of another's appearance, physical characteristics, or cultural background
- making fun of another's actions

Indirect behavior

Indirect bullying includes but is not limited to the following:

- exclusion from activities or social groups
- spreading rumors
- circulating inappropriate notes or drawings
- using other people to threaten, intimidate, or humiliate another
- encouraging others to violate the anti-bullying policy

Cyber bullying

In as much as technological advances have provided opportunities for students to communicate electronically, the following behaviors will be considered bullying:

- sending of inappropriate or threatening emails or text messages
- creating or posting inappropriate or threatening information or pictures on websites (i.e. Facebook, Twitter, MySpace, etc)

Reporting Bullying

It is the responsibility of all faculty and staff members to report all occurrences of bullying behaviors as outlined in this policy. Parents and students who have knowledge of such behaviors, including those witnessing bullying but who are not themselves victims of bullying, are encouraged to report this information and may do so without fear of consequences. Additionally, students who feel that they have been or are becoming the victims of bullying behaviors should notify the school counselor, teacher, or administration. Those parents or students who report such behaviors will not be the target of retaliation or reprisal in any way.

Any individual who withholds information regarding bullying behavior or provides inaccurate or false information will be subject to disciplinary action including possible removal from school.

Written Notices

Notices of what constitutes bullying or bullying behavior, that bullying is prohibited, and the consequences of engaging in bullying or bullying behaviors will be posted throughout all buildings on campus. The bullying policy will be included in the parent/student handbook, and it will be posted on the school website (www.kcasaints.net).

Employees, students, parents, and others are encouraged to take advantage of any opportunities to participate in programs or activities which promote the knowledge and skills needed to prevent and/or respond to bullying or bullying behaviors.

Responses to Bullying or Bullying Behaviors

KCA recognizes that not all bullying behaviors should be considered bullying or willful violation of this policy. However, all bullying offenses will be addressed according to the procedures outlined below.

Each bullying offense will be referred to school administrators for disciplinary response. Each offense will require a parent's signature on a discipline incidence form.

- 1st Offense - meet with administrator, no punitive actions
- 2nd Offense - assigned 2 days detention (as outlined in handbook)
- 3rd Offense - assigned 1 week detention
- 4th Offense - assigned minimum of 2 days In School Suspension
- 5th Offense - assigned minimum of 2 days Out of School Suspension
- 6th Offense - student may be recommended for dismissal

Note -The administration of Kingdom Christian Academy reserves the right to treat any single act as severe enough to warrant dismissal from school.