

GAN MONTESSORI BULLYING PREVENTION POLICY

(updated 7/23)

Purpose: *The purpose of this policy is to ensure a safe and inclusive learning environment for all students at Gan Montessori. We are committed to preventing bullying and cyberbullying, as defined by Illinois state law, and to promoting the well-being and academic success of every student. This policy outlines the school's stance on bullying, the procedures for reporting incidents, the investigation process, and the interventions and consequences in place to address bullying behavior.*

Definition of Bullying:

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including written or electronic communications, directed toward a student or students that can reasonably predict the following effects:

- Placing the student(s) in reasonable fear of harm to their person or property.
- Causing a substantially detrimental effect on the student(s)' physical or mental health.
- Substantially interfering with the student(s)' academic performance.
- Substantially interfering with the student(s)' ability to participate in or benefit from school services, activities, or privileges.

Procedures for Reporting and Addressing Bullying:

To promptly report incidents of bullying, students and staff can reach out to [Staff Person/Team] responsible for receiving such reports. The school e-mail address and telephone number of the designated staff will be provided to all students and parents/guardians. We encourage reporting of bullying incidents, and anonymous reporting is allowed; however, formal disciplinary action will not be solely based on an anonymous report.

Investigation and Support:

Reports of bullying will be promptly investigated within 10 school days of receiving the incident report. The investigation process will involve appropriate school support personnel and staff members trained in bullying prevention. The principal or designated school administrator will be notified of the incident as soon as possible. Parents or guardians of the involved students will be informed within 24 hours of the school administration being made aware of their child's involvement. The school will provide access to social work services, counseling, and other interventions based on the needs of the students involved.

Consequences and Interventions:

Our school employs a range of interventions to address bullying, including but not limited to school social work services, restorative measures, social-emotional skill building, counseling, and community-based services. Reprisal or retaliation against anyone reporting an act of bullying is strictly prohibited and will result in appropriate consequences and remedial actions. Similarly, false accusations of bullying as a means of retaliation or bullying will also result in consequences and appropriate remedial actions.

Distribution and Review:

This policy is an integral part of our school's commitment to bullying prevention and will be included in the student handbook. It will be distributed annually to parents, guardians, students, and school personnel, including new employees upon hiring. The policy will be posted on the school district's publicly accessible website and displayed where other policies and standards of conduct are currently posted within the school.

Review and Evaluation:

As part of our ongoing commitment to addressing bullying, we will regularly review and re-evaluate this policy. The evaluation process will assess the outcomes and effectiveness of the policy, considering factors such as the frequency of victimization, safety observations, areas of bullying occurrence, types of bullying, and bystander intervention. The results of the policy evaluation will be made available on the school's website or provided to school administrators, board members, personnel, parents, guardians, and students.