**ANTI-BULLYING POLICY**

Olive Crest Academy believes that all students have a right to a safe and healthy school environment. The district, schools, and community have an obligation to promote mutual respect, tolerance, and acceptance.

OCA will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate or harass 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.

OCA expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff members are expected to immediately intervene when they see a bullying incident. Each complaint of bullying should be promptly investigated and may be reported to the Child Abuse Registry. This policy applies to students on school grounds, while they are traveling to and from school or a school-sponsored activity off-site, during the lunch period whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campuses, OCA will provide staff development training in prevention of bullying and cultivate acceptance and understanding in all students and staff to develop the school’s ability to maintain a safe and healthy learning environment.

Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

OCA has adopted a Student Code of Conduct to be followed by every student while he or she is on school grounds, when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

**What is School Bullying?**

Bullying is exposing a person to abusive actions repeatedly over time. Being aware of children's teasing and acknowledging injured feelings are always important. Bullying becomes a concern when hurtful or aggressive behavior toward an individual or group appears to be unprovoked, intentional, and (usually) repeated.

Bullying is a form of violence. It involves a real or perceived imbalance of power, with the more powerful child or group attacking those who are less powerful. Bullying may be physical (hitting, kicking, spitting, pushing), verbal (taunting, malicious teasing, name calling, threatening), or emotional (spreading rumors, manipulating social relationships, extorting, or intimidating). Bullying can occur face-to-face or in the online world.

Bullying is also one or more acts by a pupil or group of pupils directed against another pupil that constitutes sexual harassment, hate violence, or severe or pervasive intentional harassment, threats, or intimidation that is disruptive, causes disorder, and invades the rights of others by creating an intimidating or hostile educational environment, and includes acts that are committed personally or by means of an electronic act, as defined

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An "electronic act" is defined as transmission of a communication, including, but not limited to, a message, text, sound, or image by means of an electronic devise, including but not limited to, a telephone, wireless telephone or other wireless communication device, computer, or pager.

**What do Bullys Do?**

Bullying actions may be direct or indirect.

Direct bullying or identifiable bullying actions may include:

Hitting, tripping, shoving, pinching, and excessive tickling

Verbal threats, name calling, racial slurs, and insults

Demanding money, property, or some service to be performed

Stabbing, choking, burning, and shooting

Indirect bullying may be more difficult to detect and may include:

Rejecting, excluding, or isolating target(s)

Humiliating target(s) in front of friends

Manipulating friends and relationships

Sending hurtful or threatening e-mail or writing notes

Blackmailing, terrorizing, or posing dangerous dares

Developing a Web site devoted to taunting, ranking, or degrading a target and

inviting others to join in posting humiliating notes or messages.

The Student Code of Conduct includes, but is not limited to, the following actions and

consequences:

 Any student who engages in bullying may be subject to disciplinary action.

 Students are expected to immediately report incidents of bullying to the principal or designee.

 Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.

The procedures for intervening in bullying behavior include, but are not limited to, the

following:

 All staff, students, and parents will receive a summary of the policy prohibiting 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 school will make reasonable efforts to keep confidential a report of bullying and the results of the investigation.

 Staff members are expected to immediately intervene when they see a bullying incident occur.

 People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.

If the complainant student or the parent of the student believes that the investigation or complaint was not resolved appropriately, the student or the parent of the student should contact the principal or the school office. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.