



# Central Arkansas Christian

## S C H O O L S

### **Bullying Policy**

#### **Purpose**

Arkansas state law requires school districts to adopt policies to prevent student harassment and bullying. Policies 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. Additionally it calls for the policy to be clearly communicated and available to teachers, parents, students, and all other stakeholders.

Central Arkansas Christian School, in compliance with this legislation, and in full support of our student body as adopted the following policy. CAC 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.

## **What is Bullying?**

Bullying is identified as any behavior, verbal or non-verbal that is intended to cause physical, emotional, psychological or social harm. 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

While bullying is typically the repeated actions of one person directed toward or against another person, a single action can be deemed bullying or bullying behavior, based on the severity of the action. This one action could warrant consequences based on the current bullying policy.

## **Bullying Behaviors**

The following is a list of behaviors that demonstrate bullying. A student who demonstrates a bullying behavior may not be a bully. It is the goal of CAC 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	spitting
kicking	punching
pushing	blocking passage
tripping	poking
shoving	dropping objects from upper locker
	shutting lockers or other doors to
	prevent access

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 (verbally or through social media)
- 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, Instagram, etc)

**\*\*These message postings are considered bullying or bullying behavior whether they are openly or anonymously sent.**

### **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 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 should not be the target of retaliation or reprisal in any way. Such action will be dealt with seriously. 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.

It becomes impossible for the school administration to investigate and address bullying incidences that are not reported. In order for action to be taken, bullying

must be reported when it occurs, rather than waiting several days or weeks to report misbehavior.

## **Prevention and Education Procedures**

### **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.

A copy of the bullying policy will be posted on the school website ([cacmustangs.org](http://cacmustangs.org)) and can be made available to any interested party if requested.

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**

CAC recognizes that not all bullying behaviors should be considered bullying or willful violation of this policy. However, all bullying behaviors 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.

1<sup>st</sup> Offense – assigned 2 days detention

2<sup>nd</sup> Offense – assigned minimum of 2 days Out of School Suspension

3<sup>rd</sup> Offense – student may be recommended for dismissal

Note -- The administration of Central Arkansas Christian School reserves the right to treat any single act as severe enough to warrant dismissal from school. Disciplinary response based on the severity of the action will be determined by administration.

Consequences will only take effect after an incident has been thoroughly investigated and can be corroborated by multiple sources or eyewitnesses.