

## **BULLYING Policy**

CHIME is committed to providing a safe learning and working environment and will not tolerate bullying or any behavior that infringes on the safety or well-being of students, employees, or any other persons within the school's jurisdiction; and will not tolerate retaliation in any form when bullying has been reported.

Bullying is defined as aggressive behavior that involves an imbalance of real or perceived physical or psychological power among those involved. Typically, the behavior is repeated over time and includes the use of hurtful words or acts.

Bullying behaviors may include, but are not necessarily limited to the following:

- Verbal: Hurtful name-calling, teasing, gossiping, making threats, making rude noises, or spreading hurtful rumors.
- Nonverbal: Posturing, making gang signs, leering, staring, stalking, destroying property, using graffiti or graphic images, or exhibiting inappropriate and/or threatening gestures or actions.
- Physical: Hitting, punching, pushing, shoving, poking, kicking, tripping, strangling, hair pulling, fighting, beating, biting, spitting, or destroying property.
- Emotional (Psychological): Rejecting, terrorizing, extorting, defaming, intimidating, humiliating, blackmailing, manipulating friendships, isolating, ostracizing, using peer pressure, or rating or ranking personal characteristics.
- Cyber bullying: Sending insulting or threatening messages or pictures by phone, email, websites or any other electronic or written communication.

Administrators, staff, and parents are responsible for creating an environment where the school community understands that bullying

behavior is inappropriate and will not be tolerated. Students must also take responsibility for helping to create a safe environment:

- Treat everyone with respect. Be sensitive as to how others might perceive your actions or words.
- Do not engage in or contribute to bullying behaviors, actions, or words.
- Report bullying behavior to a trusted adult.
- Never engage in retaliatory behavior or ask, encourage, or consent to anyone's taking retaliatory action on your behalf.

### **CHIME Bullying Procedures**

Reports of bullying can be made by any individual in the CHIME community – parents, students, or staff. Individuals are encouraged to make reports to an administrator as soon as possible so that a proper investigation of the bullying behavior can occur. Reports can be made in person or via email to any administrator at the school. The administrator will then appoint the appropriate person to conduct the investigation or conduct the investigation himself or herself.

Reports of bullying will be investigated thoroughly by administration or their appropriate staff designee and a determination concerning the nature and extent of bullying will be made.

Students who are found to have engaged in bullying will be subject to both intervention plans as well as school consequences. Intervention plans may include (but are not limited to) restricted free time, additional adult supervision, prescribed schedules of activities, counseling sessions, peer mediation, and participation in bullying diversion curriculum. Consequences may include (but are not limited to) loss of school privileges, in-school suspension, or out of school suspension.

All parties involved and their parents will be informed to the greatest extent appropriate of the outcomes of the bullying investigations, the plans/consequences put in place as a result of the investigation, and future changes to the specified plans when they occur. It is the expectation of the CHIME school community that parents will cooperate, support, and partner with the school during the investigation process and the implementation of intervention and consequences. The success of each child and the promotion of a healthy school climate relies on the support and partnership of parents and families.

Students who continue to engage in bullying behavior despite intervention and/or consequences may be subject to expulsion. School administration will use appropriate discretion in all such cases and refer expulsion cases to a disciplinary committee. The disciplinary committee will hear the expulsion referral, make a determination based on the facts of the matter, and render a recommendation to the CHIME school board. This procedure follows the guidelines set forth in CHIME's charter but does not in any way subordinate any appropriate codes and laws applicable to charter schools in state and federal law which govern the expulsion of students.