

## PCS—Harassment and Anti-bullying Policy and Protocol:

At Pacific Christian School, we believe that our students should be provided a safe environment where they feel God's love expressed through their school community and feel they both add and receive value within their school community.

Our expectations are that students will maintain an attitude that is cooperative, courteous, inclusive and respectful while at school, school events, and wherever their actions affect the school community. Students have a responsibility to respect the rights and dignity of others and to become actively involved in their own academic learning, social growth, and personal relationship with God. Our goal is that students can study in an atmosphere that fosters success in reaching our mission.

Parental involvement is a very important factor in situations involving bullying. As such, we will work together to address issues of bullying.

### Expectations for a Safe and Caring School Environment

A safe and caring school environment is free from acts of:

- Bullying and harassment
- Cyber-bullying
- Threats and intimidation
- Retribution against a person who has reported incidents
- Violence and abuse
- Discrimination against race, colour, disabilities, gender, gender identity, religious beliefs, sexual orientation, ancestry or national origin

A safe and caring school does not tolerate the presence of:

- Theft
- Vandalism
- Intoxicating or banned substances
- Weapons, toy weapons, explosives or other potentially dangerous items
- Intruders or trespassers (all visitors must report to the school office)

### Conduct Expectations—Acceptable Behaviours

Respect:

- Respect yourself—do your best, make good choices
- Respect others—be polite, take turns, listen, tell the truth
- Respect your school—clean up, take care of materials, follow the rules and policies
- Respect safety—report dangerous situations
- Choose responsible and safe behaviour
- Respect the rights and dignity of others
- Take responsibility for your actions and for learning
- Report incidents that may be harmful to others

### Examples of unacceptable behaviour

- Willfully breaking the parent/school agreement signed at the time of registration
- Choosing to be disrespectful of self, towards others, and community
- Violence, intimidation, cyber-bullying, harassment and threats towards others
- Choosing irresponsible actions
- Breaking the laws of the land
- Refusing to change behaviour that is causing harm to others

### Consequences of Unacceptable Behaviour (age appropriate)

- Review of the problem by teacher/counsellor and student
- Review of the problem by administration and student
- Notification to parents
- In-school suspension (1-3 days)
- Out of school suspension (up to 5 days) Conference with parents.
- Expulsion of student (requires Board approval)
- Where applicable, police or other agencies may be contacted as required by law
- Mandatory participation in counselling/treatment program may be required

While the consequences for unacceptable behaviour are scaled, the nature and severity of the behaviour may require the administration to take immediate and more drastic action.

*Note: Retribution towards any person who has reported an incident of unacceptable behaviour will be investigated and addressed by administration. Actions taken by administration will be determined by the nature of the retribution.*