



## **Saint Ignatius Loyola Regional School ACT (Actions Change Things) Committee**

The educational progress of a student is, in part, dependent upon each learner's individual self-discipline. One of the most positive qualities a student can contribute is self-accountability. Saint Ignatius Loyola Regional School believes that discipline should be not only fair, firm, and prompt, but also restorative in nature. Students must understand that they do not have the right to interfere with any student's educational experience. Behavior that is non-conducive to a positive, constructive, inclusive, and Christ-like community, or behavior that risks the safety and well-being of others, will be handled promptly and effectively. Our school strives to provide a safe, positive, and Christ-centered learning environment for all students.

Students who feel bullied or intimidated by their peers may not be able to take full advantage of the many educational opportunities provided by Saint Ignatius Loyola Regional School. For this reason our school has a zero-indifference policy that has been created to ensure each learner receives the optimal education in the most positive environment possible. Our school defines bullying as any unwelcome verbal, written, or physical conduct directed at a student by another student(s) that has the intent and/or effect of:

- Physical harm of another student, or placing a student in a situation wherein they fear they may be harmed
- Damage, destruction of, or taking of another learner's property
- Placing another student in emotional distress through the spreading of rumors, the manipulation of social relationships or environment, social exclusion, extortion, intimidation, and ridicule
- Cyber-bullying: any forms of verbal and/or psychological bullying that occur via the use of technology.

Fueled by our school's mission and Christ-based philosophy, our school has developed a committee to advocate for our students to promote positive Catholic growth, create a positive learning environment, and empower all students to recognize, react, and learn from negative situations. This committee is comprised of several faculty and staff members who are committed to identify, address, and prevent all bullying behaviors. In order to most effectively address bullying behaviors, the committee has developed a firm policy to address and correct all behaviors that are defined in our school's bullying policy.

Action	Process
Any reported incident of bullying or suspected bullying behaviors, including, but not limited to: verbal bullying (repeated use of cruel or harmful words, name calling, etc), social exclusion and/or relational bullying	<ol style="list-style-type: none"> <li>1.The Bullying Incident Report Form will be completed for accurate record keeping</li> <li>2. The committee will determine if this behavior constitutes bullying or is an isolated behavioral infraction</li> <li>3.The pertinent parties will determine what appropriate consequences are for the infraction</li> <li>4.Appropriate intervention(s) will be implemented</li> <li>5. The committee will follow up with all involved students</li> </ol>
Physical bullying report that has been substantiated	<ol style="list-style-type: none"> <li>1. Immediate removal of student(s) from their location to ensure the safety of all involved parties</li> <li>2.The Bullying Incident Report Form will be completed for accurate record keeping</li> <li>3. Parents of all parties will be notified immediately</li> <li>4.The committee will meet to discuss the incident with all involved students</li> <li>5.The pertinent parties will determine what appropriate consequences are for the infraction</li> <li>6.Appropriate intervention will be implemented, including loss of certain privileges and restorative consequences.</li> <li>7. All parents will be notified of the outcome of the committee’s findings</li> <li>8. All physical offenses will be addressed promptly and effectively. This may entail consequences ranging from loss of privileges to in-school suspension, out of school suspension or expulsion</li> </ol>
Subsequent substantiated bullying reports	<ol style="list-style-type: none"> <li>1.The Bullying Incident Report Form will be completed for accurate record keeping</li> <li>2. Parents of all parties will be notified</li> <li>3. The committee, principal, and all pertinent parties will determine the appropriate consequences</li> <li>4. Appropriate intervention will be implemented, including loss of certain privileges</li> <li>5. The committee will follow up with all involved students</li> <li>6. Based on the severity of the incidents, the committee may issue consequences ranging from loss of certain privileges to in-school suspension, out of school suspension or expulsion</li> <li>7. All parents will be notified of the outcome of the committee’s findings</li> </ol>

Factors that may contribute to how the issue is addressed include: age and/or developmental stage of the parties involved, the extent to which harm was caused, all pertinent and relevant surrounding circumstances, the full nature and severity of the action, whether or not this behavior is part of a pattern or an isolated occurrence, relationship of the students involved, and the context in which the event took place. Please know that each event will be looked into thoroughly by the committee, who will remain free from bias and/or personal involvement. Each incident will be handled with the utmost level of discretion, fairness, and with concern to all parties involved. Moreover, we strive to create the safest learning environment possible for all students. In doing so the committee will use their understanding of each situation to create learning moments and to assign consequences. The committee, principal, and other pertinent parties reserve the right to assign consequences at their discretion and in regards to the situation.

As a school, we value every student’s safety, well-being, and Christian growth. As such, each student involved will be treated with the highest levels of respect and concern. Every student involved in any bullying incident, regardless of their role, matters to our school. In addition to protecting and empowering those who have been victimized, we strive to educate through creating an opportunity for

growth and personal development for the students who have demonstrated the negative behaviors. Moreover, each situation will be a learning opportunity for all involved parties. As a committee we are aware of the sensitive nature of many of these incidents, and as such, understand the need for discretion and anonymity at times. Though the parents of all involved parties will be notified of the committee's findings, not all parties will be made aware of the consequences administered. Moreover, in an effort to address these incidents fairly and without bias, we ask that parents respect each child's need to anonymity and use discretion when discussing any incidents that occur. It is out of concern for all involved students that we ask that parents refrain from divulging specific details to other individuals. We appreciate your cooperation in this matter.