



**APPROVED**

## Anti-Bullying Policy

Environmental Charter Schools believes that all students have a right to a safe and healthy school environment. Our organization, schools and community have an obligation to promote mutual respect, tolerance, and acceptance. Furthermore, the ECS Board believes that a healthy, positive psychosocial school environment enhances and increases academic achievement and social-emotional development, and therefore the prevention and effective disposition of bullying are fundamental to achieving ECS's mission and vision.

Environmental Charter Schools will not tolerate behavior, such as intimidation, harassment or bullying, that infringes on the safety and well being of any student. Acts of discrimination, harassment, intimidation, and bullying based on actual or perceived immigration status, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics, are prohibited under this policy.

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. Bullying can occur via electronic communication or social media.

Environmental Charter Schools expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campuses, Environmental Charter Schools will provide staff development training in bullying prevention and in strategies to cultivate acceptance and understanding in all students and staff. Environmental Charter Schools actively work to establish a safe and caring school culture where students are respected for their differences. This work includes stating clear expectations for student behavior and modeling, teaching and practicing these expected behaviors, including using lessons and strategies from Tribes TLC, a research-based process that builds a safe and healthy learning environment.

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

*(source [CDE Sample Policy](#))*

*Rev. 11/20/2018*



Per the Tribes Agreements, students are expected to treat others with respect. Violations the Tribes Agreements or school expectations may result in disciplinary action.

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- 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.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or the counselor. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

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

- All staff, students and their parents will receive a summary of this 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 a report of bullying and the results of investigation confidential.
- Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.