

BULLYING “rips” people apart.

Repetitive

Intentional

Personal

Social

QUEEN OF PEACE ELEMENTARY SCHOOL

BULLYING POLICY

(Revised 2011-12)

What is Harassment, Intimidation or Bullying?

Harassment, intimidation or bullying means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored functions on/off school grounds that substantially interferes with the orderly operation of the school or the rights of other students.

Harassment, Intimidation and Bullying may also include a pattern of deliberate isolation or exclusion of another with the intent to be hurtful. This misbehavior may create a hostile educational environment and interfere with the student's education.

How to Report Harassment, Intimidation and Bullying.

Queen of Peace Elementary School shall put into place a **SCHOOL SAFETY TEAM**, which will consist of the pastor, the principal, the vice-principal, the school safety officer and any homeroom teacher involved. The **SCHOOL SAFETY TEAM** shall meet and discuss each written incident that is presented to them. The **SCHOOL SAFETY TEAM** shall review and strengthen the school climate and the school policies in order to educate the community and prevent harassment, intimidation and bullying. The **SCHOOL SAFETY OFFICER** shall participate in the training of methods to identify and assist student population at high risk for harassment, intimidation and bullying.

All acts of harassment, intimidation and bullying shall be reported in writing to the **SCHOOL SAFETY OFFICER** within 48 hours of the incident. The School Safety Officer shall inform the principal, the guidance counselor and the parents or guardians of all students involved in the alleged incident. An investigation shall be conducted as soon as possible with results reported in writing to all parties concerned. Age-appropriate consequences may include a recommendation for counseling, detention, suspension or expulsion.

Reprisal or retaliation against any person who reports an act of harassment , intimidation or bullying will not be allowed and appropriate remedial action will be decided by the **SCHOOL SAFETY TEAM**. Consequences and appropriate remedial action for a person found to have falsely accused another will also be determined by the **SCHOOL SAFETY TEAM**.

Harassment, intimidation and bullying is a community concern requiring community-wide accountability and commitment to both its prevention as well as prompt, appropriate and effective response if and when it occurs. The SCHOOL SAFETY TEAM, in cooperation with the entire faculty and support staff, agrees to create a value-rich Catholic environment with a positive atmosphere of mutual respect and responsibility through praise, rewards and privileges. The basic rules of QPGS reinforce self-control and accountability for one's own behavior; always trying your best and always respecting the feelings, property and space of others.

COMMUNICATION OF THIS POLICY.

At the beginning of each new school year, all personnel, parents and students will be advised of this policy in detail. The policy will then be placed on the school website for reference throughout the school year. QPGS will celebrate the New Jersey Week of Respect, named as the first week of October. During this time, QPGS will accent the problem of harassment, intimidation and bullying with various age-appropriate activities.