

# CONQUER TECH CHRISTIAN ACADEMY

## CTA BULLYING/HARASSMENT POLICY

Conquer Tech Christian Academy follows the statutes held in the School District of Osceola County Bullying Policy. The following constitutes the policy regarding specific areas of bullying and harassment:

1. Bullying and harassment shall not be tolerated in any form at Conquer Tech Christian Academy. Bullying has been shown to have negative and sometimes extreme consequences for a child that is bullied and even for a child that is the bully. Students at CTA are being educated in a supportive, inclusive environment and bullying and harassment are not a part of that environment.
2. Bullying and harassment are prohibited on the school campus, during any school-sponsored off-campus activity, and through the use of any electronic device or computer.
3. Bullying, for the purpose of understanding this policy, means systematically and chronically inflicting physical harm or emotional or mental distress on one or more students and may involve:
  - a. Teasing
  - b. Social exclusion
  - c. Threats
  - d. Intimidation
  - e. Stalking
  - f. Physical violence
  - g. Theft
  - h. Sexual or racial harassment
  - i. Public humiliation
  - j. Destruction of property
4. Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, use of social media, or written or verbal or physical conduct against a student or school employee that:
  - a. Places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property.
  - b. Has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or
  - c. Has the effect of substantially disrupting the orderly operation of the school.
5. CTA will provide students, parents, staff, and others who come into contact with the students or staff, ongoing instruction on ways of identifying and reporting incidents of bullying and harassment.

For the purposes of educating children in anti-bullying harassment behavior, positive behavior expectations characterized as:

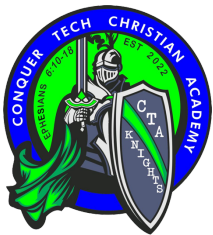
Respect: showing respect to peers and adults at all times

Responsible: being responsible for correct behavior and expectations

Productive: using time wisely to complete assignments, and to encourage others

Safe: thinking about the safest way to do or say something.

The behavior management plan that is attached defines four levels of infractions of the anti-bullying/harassment policy and provides the suggested actions and consequences for the 1<sup>st</sup> – 4<sup>th</sup> offenses committed by the same student within a predetermined time period. Administrative discretion is reserved for all infractions. Consequences assigned may be modified and may include police involvement in any category based on



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circumstances, severity, and/or one's previous disciplinary profile. Students violating behaviors in excess of four offenses within a predetermined time will be placed on an individual behavioral plan with additional consequences. Kindergarten – 2<sup>nd</sup> grade students may be given additional warnings.

The goal of any discipline plan is to change behavior. A student exemplifying changed behavior may be given the opportunity for a fresh start in regard to the discipline rubric. Please bring any concerns to the appropriate staff member. Teachers and staff members are more aware of classroom dynamics and circumstances and will address the concern in light of his/her knowledge. Parents and students must respect the decisions of teachers, staff, and administration.

If we and our children all truly follow this instruction, there should be no bullying or harassment.

I, \_\_\_\_\_ (mother/guardian printed name,) have read and understand the CTA Bullying/Harassment Policy and agree to abide by this policy and understand that the interpretation/implementation of said policy is at the discretion of the Conquer Tech Christian Academy teachers, staff, and administration.

\_\_\_\_\_ mother/guardian signature

\_\_\_\_\_ date

I, \_\_\_\_\_ (father/guardian printed name,) have read and understand the CTA Bullying/Harassment Policy and agree to abide by this policy and understand that the interpretation/implementation of said policy is at the discretion of the Conquer Tech Christian Academy teachers, staff, and administration.

\_\_\_\_\_ father/guardian signature

\_\_\_\_\_ date

I, \_\_\_\_\_ (student's name) have read and understand the CTA Bullying/Harassment Policy and agree to abide by this policy and understand that the interpretation/implementation of said policy is at the discretion of the Conquer Tech Christian Academy teachers, staff, and administration.

\_\_\_\_\_ student signature

\_\_\_\_\_ date