

THE SOULARD★SCHOOL

Anti-Bullying Policy

The Soulard School works to ensure that all members of the school community (staff, parents and students) treat one another with respect and advocate for their own needs and the rights, and the needs and rights of others.

Conflict is an inevitable part of the learning process as students navigate social situations through varying developmental lenses. As such, teachers take an empathetic and restorative approach with involved students to ensure each student is heard, and a shared understanding of the situation and the necessary work needed for a more positive outcome is achieved.

At times, an unhealthy pattern of interactions can be seen between two or more students and further action is needed. This behavior may be labeled as bullying under school policy. The Soulard School prohibits all types of bullying behavior including intimidation in any school setting, cyber bullying, and retaliation against any bullying behavior.

The State Law defines bullying as intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; substantially interferes with the educational performance, opportunities or benefits of any student without exception; or that substantially disrupts the orderly operation of the school. Bullying may include physical actions, gestures, or verbal, written, or electronic communication.

Any employee of The Soulard School who is a witness to or becomes aware of any type of bullying will report the information to the school social worker and/or the assistant principal as soon as possible, and no later than 2 days following the bullying incident. Staff, students, or parents may report suspected bullying to the classroom teachers, school social worker, or administration by email, phone, or in person. If classroom teachers are notified, they will follow procedures in notifying the social worker and assistant principal as soon as possible. The Soulard School prohibits any retaliation against a person who is reporting bullying to school staff.

When administration is notified of any report of bullying behavior, an investigation will begin within one school day. The assistant principal, school social worker, or principal will independently or collectively work together to determine the bullying situation. The investigative process will take no longer than 10 days. Following the investigation, the school will take a responsive approach as is appropriate for the child's age and stage of development.

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These responses may include counseling, social skills instruction, behavioral support plan, and/or consequences that are logical and natural to the circumstances.

The anti-bullying policy will be published in The Soulard School Handbook that is distributed to all families each school year. The policy will be discussed with The Soulard School staff on an annual basis. Administration will review the anti-bullying policy as needed to ensure that the policy is equitable and fair.