

**I. Purpose**

Mary of Lourdes School is a faith filled environment where each individual can learn and grow academically, spiritually, and socially. It's our belief that life and dignity of the human person is the foundation of Catholic Social Teaching. Everyone at Mary of Lourdes School is to be treated with dignity and respect.

While Mary of Lourdes cannot monitor the activity of students at all times and eliminate all incidents of bullying especially when not under direct supervision, the school can however monitor students on school grounds and at school events. The purpose of this policy is to assist Mary of Lourdes School in its goal of preventing and responding to acts of bullying, intimidation, violence, and other similar disruptive behavior.

**II. General Statement of Policy**

- a. Mary of Lourdes School prohibits any acts of bullying by either an individual student or a group of students on school property or at school events. This applies to not only to those who engage in this behavior but also to any individual who by indirect behavior condones or supports another student's act of bullying.
- b. No teacher, administrator or school staff shall permit, condone, or tolerate bullying.
- c. Consent or implied permission by a student being bullied does not lessen the prohibitions contained in this policy.
- d. Retaliation against the victim, good faith reporter, or witness of bullying is prohibited.
- e. False accusations or reports of bullying against another student are prohibited.
- f. A person who engages in the act of bullying, reprisal, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline for that act in accordance with the policies of Mary of Lourdes School. The school will take into account the age and maturity level of the parties involved, the circumstances of the incident, past incidents, relationships between parties and the context in which the allegation occurred.
- g. Consequences for students who commit acts of bullying may range from warnings to suspension and/or expulsion. Consequences for employees who permit, condone, tolerate bullying or engage in acts of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge.

**III. Reporting**

- a. Any person who believes he or she has been the victim of bullying or any person with knowledge of bullying shall report the alleged incident to the building principal.
- b. Employees of Mary of Lourdes School shall pay particular attention to possible situations, circumstances, or events that might include bullying. Any such person who receives a report, observes, or has knowledge of this conduct shall inform the building principal immediately.
- c. Reports of bullying are classified as private educational and will not be disclosed except as permitted by law.
- d. Submission of good faith complaint or report of bullying will not affect the reporter's future employment, grades, or educational/work environment.

- e. Mary of Lourdes School respects the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible and complying with any legal disclosures.

**IV. Actions**

- a. Upon receipt of complaint the building principal will investigate the incident in a timely manner.
- b. The building principal will take immediate steps at his/her discretion to protect the complainant, reporter and others while involved in the investigation of the incident.
- c. Upon completion, the building principal will take the appropriate action consistent with the age of the child, circumstances involved, past incidents, and context of the incident.

Adopted: January 2006

Mary of Lourdes School Board