



ANTI-BULLYING POLICY

All learners have a right to a safe and healthy school environment. I-LEAD Charter School has an obligation to promote mutual respect, tolerance, and acceptance.

I-LEAD Charter School will not tolerate behavior that infringes on the safety of any learner. A learner shall not intimidate, harass, or bully another learner through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

I-LEAD Charter School expects learners and/or staff to immediately report incidents of bullying to the Chief Academic Officer/Principal or designee. Staff who witness such acts must take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to learners on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off school grounds, and during a school-sponsored activity.

To ensure bullying does not occur, I-LEAD Charter School will provide staff development training in bullying prevention and cultivate acceptance and understanding in all learners and staff to build the school's capacity to maintain a safe and healthy learning environment

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

- Any learner who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Learners are expected to immediately report incidents of bullying to the Chief Academic Officer/Principal or designee.
- Learners can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant learner or the parent of the learner feels that appropriate resolution of the investigation or complaint has not been reached, the learner or the parent of the learner should contact the Chief Academic Officer/Principal or the Chief Executive/Operations Officer. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

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

- All staff, learners and their parents will receive a summary of this policy prohibiting intimidation and bullying at the beginning of the school year, as part of the learner handbook and/or information packet, as part of new learner 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.