

## **Anti-Bullying Policy**

The Chester County Family Academy recognizes that bullying and intimidation have a negative effect on the learning environment. Students who are intimidated and fearful cannot give their education the single minded attention needed for success. Bullying can also lead to more serious violence. Every student has the right to an education and to be safe in and around school. It is the CCFA Board's belief that in order to foster an ideal learning environment, bullying of any student shall not be tolerated.

### **1. School Personnel Intervention Concerning Bullying at CCFA**

Chester County Family Academy expects school personnel who observe or become aware of an act or series of acts that s/he believes to constitute bullying to take immediate, appropriate steps to intervene, unless such intervention would be a threat to the school personnel's safety. If the school personnel are unable to intervene, believe that his/her intervention has not resolved the matter, or the objectionable action persists, she/he shall report the bullying to the CEO or his/her designee for further investigation.

### **2. Reporting by Students or Parents Concerning Bullying at CCFA**

Chester County Family Academy expects students and parents who observe or become aware of an act or series of acts that they believe to constitute bullying to report it to the school principal or his/her designee for further investigation.

### **3. Investigation Procedures Concerning Bullying at CCFA**

Upon learning of a bullying incident, the CEO or his/her designee shall contact the parents of both the alleged aggressor and the alleged subject of the aggression, interview both students and thoroughly investigate. This investigation may include, but is not limited to, interviews with students, parents and school personnel; review of school records; and identification of parent and family issues. All employees shall cooperate with any investigation conducted under this policy or by any local, state or federal agency.

### **4. Consequences/Interventions Concerning Bullying at CCFA**

Students found to have bullied others shall be subject to the consequences set forth for Student Discipline. Further, students may be subject to counseling. Depending on the severity of the incident, the principal or his/her designee may also take appropriate steps to ensure student safety. These may include, but are not limited to, implementing a safety plan; separating and supervising the students involved; providing staff support for students as necessary; reporting incidents to law enforcement, if appropriate; and developing a supervision plan if needed. CCFA has a partnership with the Sheriff's Department and that partnership involves Sheriff Welsh's Bullying Program and Safety Program and relevant interventions that teach appropriate behaviors with others.

## **5. Retaliation and False Charges Concerning Bullying at CCFA**

Retaliation against students, school personnel or other persons who report bullying pursuant to this policy or who participate in any related proceeding is prohibited. The CCFA Board deems retaliatory acts as harmful as bullying acts and shall take appropriate action against students who retaliate against any student, school personnel or other person who reports alleged bullying or participates in related proceedings. Such action may include discipline up to and including expulsion. Students who knowingly make false charges of bullying or retaliation shall be subject to disciplinary action up to and including expulsion. CCFA deems retaliatory acts and false charges as very serious.

## **6. Definitions**

A. **Bullying** - an intentional electronic, written, verbal or physical act or series of acts directed at another student or students which occurs in a school setting, that is severe, persistent or pervasive; and has the effect of doing any of the following: (1) substantially interfering with a student's education; (2) creating a threatening environment; or (3) substantially disrupting the orderly operation of the school. Examples of acts or series of acts that may constitute bullying if it meets the preceding definition include, but are not limited to, physical intimidation or assault; extortion; oral or written threats; teasing; putdowns; name calling; threatening looks, gestures or actions; cruel rumors; false accusations; and social isolation. Note: mutual "teasing" should not be confused with bullying behavior. Bullying behavior accomplished through electronic mediums, including but not limited to, computers, Internet, instant messaging, email, and social networking sites shall be subject to this policy.

B. **School Setting** - in the CCFA school, on CCFA grounds, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.

### **Anti-Bullying Efforts:**

The Chester County Family Academy is committed to its no tolerance stance on bullying so that all students may enjoy a safe, secure, learning environment.

- For our students, we have been using CCFA's contracted school psychologist who provides a whole class educational program focusing on fostering age appropriate social/emotional skills and creating a positive classroom environment. The goal is to help children enjoy happy, health, drug- free lives. The program also focuses on communication, conflict resolution, problem solving and mediation. All staff members are required to participate in this program.
- In the classrooms, the teachers facilitate and demonstrate the importance of positive social skills by incorporating teaching methods for children to be responsible for their actions, words, choices and behaviors.
- Lunch Buddy program to discuss positive behavior and social skills

- Visitations from the Chester County Sheriff's Department.
- Children and staff visit the West Chester Police Department
- School counselor to discuss and educate students on the effects of bullying
- Supported by the Crimes Victim Center of Chester County