

Anti-Bullying Policy and Zero Tolerance Policy

Organization is committed to providing a caring, respectful and safe environment for Children, Youth and Vulnerable adults. Therefore, an anti-bully policy and a zero tolerance polity will be in effect at all times and will be clearly communicated and enforced among Children, Youth and Vulnerable Adults. All personnel will take action to prevent bullying, teach against it, and assist and support Children, Youth and Vulnerable Adults who are being bullied.

Bullying will be defined as unwanted, aggressive behavior that involves a real or perceived power imbalance and is repeated or has the potential to be repeated.

Types of Bullying:

- Verbal Bullying
- Social Bullying
- Physical Bullying
- Cyber Bullying
- Racial Bullying
- Homophobic Bullying
- Sexual Harassment

Procedure for Dealing with Bullying:

- Bullying, of any kind, will not be accepted or tolerated.
- Any incidents, reports or suspicions of bullying will be acknowledged, reviewed and dealt with appropriately and immediately.
- All incidents, reports or suspicions will be reported immediately to the Principal.
- Appropriate action will take place based on the situation. Possible action may include, but is not limited to:
 - Complete incident report after each incident
 - Notify both sets of parents after each individual incident
 - Provide a warning that bullying will not be tolerated
 - Suspension for one day/one event if bullying persists
 - Suspension for three days/three events after next incident
 - Removal from program if the bullying does not stop
 - If necessary/appropriate, contact and consult with police.
- All attempts will be made to work towards reconciliation and change of behavior with the bully or bullies.
- Counseling and support will be recommended and if at all possible provided for the victim of bullying.