

# Immanuel Lutheran School – Silo

## Bullying Policy

Adopted July 2015

*Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. And above all these put on love, which binds everything together in perfect harmony.*

Colossians 3:12-14

*Finally, all of you, have unity of mind, sympathy, brotherly love, a tender heart, and a humble mind. Do not repay evil for evil or reviling for reviling, but on the contrary, bless, for to this you were called, that you may obtain a blessing.*

1 Peter 3:8-9

**Purpose:** Immanuel Lutheran School seeks to provide a safe and positive learning environment for all students and staff. As commanded by God, our intent is to first love God and serve Him (Matthew 22:37) and to love our neighbors as ourselves (Matthew 22:39). All students, staff, and members of the school community are expected to conduct themselves in a respectful, Christ-pleasing manner; therefore bullying in any form is strictly prohibited.

**What is bullying?** It is difficult to define bullying as it takes place in many forms (verbal, written, physical, and through electronic media). Immanuel Lutheran School defines bullying as repeated, intentional, and hurtful actions towards another individual.

Out of Christian love, Immanuel Lutheran School will consider all reports of bullying with fairness, firmness, and consistency. Out of concern for all individuals, both victims and offenders, the following steps of the discipline process will be used when bullying is reported.

**Discipline Procedures** (Depending on the severity of the report, some steps of this process may be omitted)

- a. Warning - The offender will be issued a verbal or written warning. Staff will discuss with the offender more appropriate ways to manage their behavior and treatment of others.
- b. Loss of privileges
- c. Visit with principal
- d. Parents will be informed
- e. Conference with the student, parents, teacher, and principal
- f. Suspension
- g. Referral for counseling
- h. Dismissal – A student may be prohibited from a certain activity or dismissed from the school if the offender refuses to cooperate with staff
- i. Law enforcement – terroristic threats or actions with criminal intent may be reported to law enforcement officials for further review

Immanuel Lutheran School will work through the Law and the Gospel to help the offender recognize their wrongful actions, admit the error, and repent. The good news of forgiveness will be shared as well.

**Bullying Report Process**

Concerns of bullying should be reported to the immediate supervisor of the activity where the incident occurred (head coach, classroom teacher, parent volunteer, etc.)

Reports may be verbal or written. Any verbal report will be recorded on a Bullying Report Form. All reports will be reviewed and logged by the principal. All reports will be shared with both the victim's and the offender's parents and teachers, and the report will be filed in the victim's and offender's student files.

It's important to remember that conflict is natural and that not all conflict constitutes bullying. Here are some guidelines to help you determine whether bullying has occurred.

<b>Normal Conflict</b>	<b>Bullying</b>
Struggle for equal power between friends	Display of power, not in friendship
Occasional	Frequent
Accidental	Intentional
Demonstrates concern	Demonstrates pleasure
Takes responsibility	Blames others
Tries to solve the problem	No effort to resolve the issue
Occurs anywhere	Occurs where the bully is safe

**Bullying Report Form**

Date: \_\_\_\_\_

Reporter's Name: \_\_\_\_\_

Victim: \_\_\_\_\_

Offender(s): \_\_\_\_\_

Location of incident: \_\_\_\_\_

Description of incident:

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Witness(es): \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Teacher Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Principal Signature: \_\_\_\_\_

Date: \_\_\_\_\_