

In consultation with the Guidance Department, interviews will be conducted by the campus principal or other staff members. Confidentiality will be maintained; to the extent it is practicable. The principal will promptly notify the parents or guardians of the Target and the Aggressor about the results of such investigation, and if necessary, what action is to be taken to prevent further acts and federal privacy laws and regulations.

Responses to Bullying

The principal will take steps to assess the need to restore a sense of safety to the alleged Target and/or protect the alleged Target from possible further incidents. Responses to promote safety may include, but not be limited to, creating a personal safety plan; pre-determining seating arrangements for the Target and/or Aggressor in the classroom, lunchroom, or on a bus, identifying a staff member who will act as a “safe person” for the Target; and altering the Aggressor’s schedule and access to the Target.

At any point after receiving a report of Bullying/Retaliation, including after an investigation, if the principal has a reasonable basis to believe that criminal charges may be pursued against the Aggressor, the principal will consult with the school police liaison, other individuals who are deemed necessary, including, but not limited to the Office of the General Counsel of the Archdiocese.

Disciplinary Action

If the principal decides that disciplinary action is appropriate, the disciplinary action will be determined on the basis of facts found, including the nature of the conduct, the age of the student(s) involved, and the need to balance accountability with teaching of appropriate behavior. Discipline will be consistent with St. Theresa’s Code of Conduct as outlined in the handbook up to and including expulsion. If the principal determines that a student knowingly made a false allegation of Bullying or Retaliation, that student may be subject to disciplinary action up to and including expulsion.

Bullying Prevention Education/Training

The faculty and staff of St. Theresa School will attend workshops periodically during the school year through our Professional Day Workshops. The primary focus of the workshops will be how to prevent bullying and appropriate responses for immediate and effective interventions to stop bullying incidents.

Archdiocese of Boston and St. Theresa School West Roxbury, MA

Bullying Prevention Plan

2011-2012

sttheresaschoolboston.com

St. Theresa of Avila School is rooted in the Catholic tradition and serves students of diverse population. In a Christ-Centered and nurturing environment, we strive to instill in our students the confidence that will empower them, as informed and compassionate individuals, to effect change in our world. Consistent with our Gospel values, we are committed to the education and formation of the whole person. As professional educators and staff, we provide a spiritual, academic, and extra-curricular environment dedicated to imparting knowledge, values and vision. The goal for our students is to strive toward academic excellence and positive social skills.

Bullying Prevention Plan

On May 3, 2010, a comprehensive legislation was signed into law addressing bullying in schools. As such, it is essential that a safe positive and productive educational environment be established where students can attain the highest academic achievement and where no student shall be subjected to Bullying, Cyber-Bullying or Retaliation.

In order to understand the problem, we must understand what is meant by bullying, how to identify it, and how to report it. This pamphlet will provide you with definitions and clear steps you can take to make your child's teacher and principal aware of a potential incident of bullying.

Definitions:

Target: The person to whom the offensive behavior or ridicule is directed.

Aggressor: a student who engages in Bullying or Retaliation.

Bullying: The repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at a Target that:

- Causes physical or emotional harm to the Target or damage to the Target's property;
- Places the Target in reasonable fear of harm to him/herself, or of damage to his/her property;
- Creates a hostile environment at school for the Target;
- Infringes on the rights of the Target at school; or
- Materially and substantially disrupts the educational process or the ordered operation of St. Theresa School.

Cyber-Bullying: Bullying through the use of technology or any electronic communication, which includes, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a: wire, radio, electromagnetic, photo-electronic or photo-optical system, including but not limited to, electronic mail, internet communications, instant messages, or facsimile communication.

Hostile Environment: a situation in which Bullying causes the school environment to be permeated with intimidation, ridicule, or insult that is sufficiently severe or pervasive to alter the conditions of the students' education.

Retaliation: any form of intimidation, reprisal, or harassment directed against a student who reports Bullying, provides information during an investigation of Bullying or witnesses or has reliable information about Bullying.

Bullying is prohibited:

- On campus and grounds owned, leased or used by St. Theresa Parish
- On property immediately adjacent to St. Theresa grounds;
- At St. Theresa-sponsored functions or programs whether on or off the grounds
- At bus stops; on a school bus or other vehicles used by St. Theresa School
- Through technology or an electronic device owned, leased or used by the school.

Bullying is also prohibited at a location, activity, function or program that is not school related or through the use of technology or an electronic device that is not owned, leased or used by the school if the act or acts in question:

- creates a hostile environment at the school for the Target
- infringes on the rights of the Target at school; or
- materially and substantially disrupts the education process of the orderly operation of the School.

Retaliation against any person who reports Bullying, provides information during an investigation of Bullying, or witnesses or has reliable information about Bullying is also prohibited.

Reporting of Bullying or Retaliation

Reports of Bullying or Retaliation may be made by staff, students, parents or guardian, or others, and may be oral or written. A staff member will report immediately to the campus principal when he/she witnesses or becomes aware of conduct that may be defined as Bullying or Retaliation. The requirement to report to the campus principal does not limit the authority of the staff member to respond to behavior or disciplinary incidents consistent with St. Theresa policies and procedures for behavior management and discipline.

Parents, guardians, students or others who witness or become aware of an instant of Bullying or Retaliation involving a student will be expected to report it to a teacher and/or campus principal. Reports may be made anonymously, but no disciplinary action will be taken against an alleged Aggressor solely, on the basis on an anonymous report. Students will be provided a practical, safe, private and age-appropriate way to report and discuss an incident of Bullying with their teachers or the campus principal.