

## America's Finest Charter School Policy for Bullying Prevention

America's Finest Charter School believes that all students have a right to a safe and a healthy school environment that promotes mutual respect, tolerance, and acceptance.

At AFCS we will not tolerate behavior that infringes on the safety of a student. A student shall not bully, intimidate, or harass another student 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.

AFCS expects students and/or staff to immediately report incidents of bullying to the director or staff member. Staff who witnesses such acts will take immediate steps to intervene when safe and promptly investigate each complaint. This policy is effective on school grounds, while traveling to and from school or a school-sponsored activity, during lunch period, whether on or off campus, during a school-sponsored activity.

To ensure that bullying does not occur on our campus, AFCS will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build our school's capacity to maintain a safe and healthy learning environment.

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

Each school will adopt a Student Code of Conduct to be followed by on school grounds, when traveling to and from school or school-sponsored activity, during lunch, and whether on or off campus.

The Student Code of Conduct includes but is not limited to:

- Any student who engages in bullying will be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report bullying to the director or staff member.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student, or the parent of the student feels that the appropriate resolution or investigation of the incident has not been reached, the student or the parent of the student should contact the director. The

Approved  
April 28, 2014

school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

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

- All staff, students, and their parents will receive this policy prohibiting bullying and intimidation: at the beginning of a new school year, as a part of the student handbook and/or information packet, as a part of new student orientation, and as a notification to parents.
- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Staff who witnesses any acts of bullying will take immediate steps to intervene. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will remain anonymous and will not reflect the witness or target in any way.

#### Policy for Conflict Resolution

America's Finest Charter School believes students have a right to a safe and healthy school environment. Part of a healthy environment is the freedom to openly disagree. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others.

To prevent conflict, AFCS will incorporate conflict resolution education and problem solving techniques into the curriculum. This is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment.

America's Finest Charter School will provide training to develop the knowledge, attitudes, and skills students need to choose alternatives to self-destructive, violent behavior and dissolve interpersonal and intergroup conflict. Each school will adopt a Student Code of Conduct to be followed by every student while on school grounds, when traveling to and from school or school-sponsored activity, during lunch, and whether on or off campus.

**I have read and agree to the terms and conditions of America's Finest Charter School's Bullying Prevention Policy and understand the extent of punishment involved if participating in bullying or intimidation among students of AFCS.**

Student signature: \_\_\_\_\_

Parent signature: \_\_\_\_\_

*approved on April 28, 2014*