



## **Bullying and/or Abuse Policy**

### **Policy Statement**

Sevenoaks Academy will not tolerate any form of bullying or abuse. The purpose of this policy is:

- a) To maintain an environment that is free from harassment or abuse
- b) To identify the behaviours that are unacceptable
- c) To establish a mechanism for receiving complaints
- d) To establish a procedure to deal with complaints

“Bullying is the willful, conscious desire to hurt or threaten someone else”. Bullies behave in different ways, depending on the vulnerability and responses from the victim. Any behaviour that is a deliberate attempt to harm, threaten or upset another is classed as bullying or abuse.

There are different types of bullying/abuse, including, but not restricted to:-

**Sexual** – unwanted touching, fondling, observation, propositions, innuendos, pornography, etc..

**Physical** – use of intentional force that can result in physical harm or injury.

**Emotional** – chronic attack on an individual’s self-esteem.

**Verbal** – using language to cause harm; eg. name calling, swearing, humiliating, teasing, put downs, etc..

**Psychological** – defined as communication of an abusive nature, sarcasm, intimidation, manipulation, discriminatory, etc..

**Neglect** – failure to provide necessary/essential services; eg. failure to provide physical or emotional support.

**Harassment** – unwanted physical or verbal conduct that is offensive in nature. This includes any behaviour that is known to be unwelcome.

**All students, staff, parents, volunteers, and official visitors to the school will be covered by this policy as per:**

- Child and Family Services Act, RSO 1990, c C.11
- Human Rights Act, RSO 1990, c H.19
- Criminal Code of Canada, RSC 1985, c C-46



## Reporting Procedures

- In case of student abusing another student – the victimized student should report to their classroom teacher and/or the principal.
- In case of teacher abusing student – the victimized student should report to the principal.
- In case of principal abusing student – the victimized student should report to their classroom teacher.
- In case of staff abusing staff – the victimized staff member should report to the principal or another staff member who is not involved.
- In case of suspected abuse within the home – the suspecting staff member should report to the principal.

## Investigative procedures

- The victims will be talked to along with other witnesses.
- The accused will be talked to, to get their version of events.
- Everything said will be kept confidential where possible.
- Other staff, students, and parents will be involved, where needed.
- Parents/guardians will be kept fully aware.
- A record will be placed in all the students' files.
- All students will be made aware that such behaviour will not be tolerated.

## Disciplinary Procedures

Discipline will be dependent upon the nature of the abuse/bullying and the relationship between the abuser and the victim. Possible actions could include, but not be limited to:

- suspension,
- expulsion,
- suspension without pay,
- counselling,
- dismissal,
- police intervention (as required by law).

Accused people will receive sanctions according to **The Sevenoaks Academy Code of Discipline**.

The Principal will oversee the investigative and disciplinary process. In case of conflict, another Co-director will oversee the process.

## Parents Guidelines

[www.edu.gov.on.ca/eng/parents/bullying.pdf](http://www.edu.gov.on.ca/eng/parents/bullying.pdf)

This allows you access to important information on what to look for, where to find help and what you can do as parents or guardians.



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## **SAFE School Pledge**

We are making our school safe by:

Speaking up when others need help.

Appreciating others and being a good friend.

Feeling empowered to do what's right.

Encouraging people around us to Make a Stand and Lend a Hand against Bullying.

I pledge to stand up for others and help stop bullying

Student Name: \_\_\_\_\_

Signed: \_\_\_\_\_

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