

## **Anti-Bullying Policy**

APS ASC is a safe and secure school for all students and promotes the progressive and holistic development of each child. To protect the rights of all students for a safe and secure learning environment, the School Administration prohibits acts of bullying, harassment, and other forms of aggression and violence.

All administrators, faculty, staff, parents, volunteers, and students are expected to refuse to tolerate bullying and harassment and to demonstrate behaviour that is respectful and inclusive.

### **What is Bullying?**

"Bullying" or "harassment" is:

- Gesture or written, verbal, graphic, or physical act
- **This includes cyber bullying**
- Any act that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress
- Includes forms of retaliation against individuals who report or cooperate in an investigation under this policy

Such behaviours are considered to be bullying or harassment whether they take place on or off school property especially cyber bullying where a child's imminent safety or overall well-being may be at issue.

### **Specifications of the Anti - Bullying policy includes:**

- Prohibition of every form of bullying, harassment, whether in the classroom, on school premises, immediately adjacent to school premises, when a student is travelling to or from school.
- If any incident of bullying or harassment results in substantial disruption of the school learning environment, severe action will be meted out against the defaulters.

The School Administration expects students to conduct themselves in a righteous manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students, school staff and other personnel who are associated with the school.

The School Administration will determine whether an alleged act constitutes a violation of this policy. In so doing, the Principal shall conduct a prompt and complete investigation of each alleged incident after which a report will be drafted. The parents of the students involved shall receive written notice from the school on the outcome of the investigation.

The School Administration prohibits reprisal or retaliation against any person who reports an act of bullying or harassment or cooperates in an investigation. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.

### **Remedial Action**

Consequences and appropriate remedial actions for a student who engages in one or more acts of bullying or harassment may range from positive behavioral interventions up to and including suspension or expulsion, as deemed fit by the management.