

an incident of Bullying with their teachers or the campus principal.

Interviews will be conducted by the campus principal or other staff members, in consultation with the Guidance Department. To the extent it is practicable, confidentiality will be maintained. 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. All notice to parents or guardians must comply with applicable Massachusetts 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.

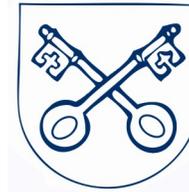
If the principal decides that disciplinary action is appropriate, the disciplinary action will be determined on the basis of facts found, including the nature of the conduct, the age of the student(s) involved, and the need to balance accountability with the teaching of appropriate behavior. Discipline will be consistent with the Academy’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 Saint John Paul II Catholic Academy will attend workshops periodically during the school year through our Professional Development Institute. Bullying prevention strategies and appropriate responses for immediate and effective interventions to stop bullying incidents will be the primary focus of these workshops.

The Guiding Philosophy of Saint John Paul II Catholic Academy teaches us to “Do unto others as you would have them do unto you.” May we all be ever mindful of this important lesson.

Archdiocese of Boston and the Saint John Paul II Catholic Academy



Bullying Prevention Plan

Bullying Prevention Plan

Saint John Paul II Catholic Academy acknowledges that its purpose for existence is rooted in the mission of the Church. In fulfilling its role within the educational mission of the Church, Saint John Paul II Catholic Academy shares and lives, through Catholic Christian tradition, the message of Jesus Christ and is committed to providing an integrated Catholic educational environment that permeates all aspects of its daily life and operations.

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. SJPIICA is committed to this goal.

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/Bully: a student who engages in Bullying or Retaliation.

Bystander: a person who witnesses someone being purposely hurt, risks being hurt, or who is in need of protection from another person or situation.

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 education process or the orderly operation of the Academy.

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 communications.

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

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

- Creates a hostile environment at the Academy 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 Academy.

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 Academy policies and procedures for behavior management and discipline.

Parents, guardians, students or others who witness or become aware of an instance 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