

Phoenix Hebrew Academy Anti-Bullying Position Adopted August 21, 2012

The Phoenix Hebrew Academy is committed to making our learning environment a safe and caring place for all students. We will treat each other with respect and we will refuse to tolerate bullying in any form in our school. Students in our school will be taught to identify, refuse to tolerate, cope with, and report bullying behavior.

Interventions for students who engage in bullying behaviors will be clearly outlined and behaviors will be assessed on a continuum from mild to severe that is appropriate to the developmental level of the student(s).

PHA defines *bullying* as follows:

Bullying is unfair and one-sided and involves an imbalance of power. It happens when someone is repeatedly hurting, frightening, threatening, or leaving someone out on purpose.

Examples of bullying may occur in various environments such as sport fields, bathroom, classroom, hallway, internet, playground, lunch area and may include, but are not limited to:

- Hurting someone physically by hitting, kicking, tripping, pushing etc.
- Embarrassing someone on purpose.
- Stealing or damaging another person's things.
- Ganging up on someone.
- Saying something hurtful using various forms of media, including but not limited to, text messaging, MySpace, Facebook, etc.
- Teasing someone in a hurtful way.
- Using put-downs, such as insulting someone's differences.
- Threatening or intimidating someone into a particular action.
- Spreading rumors about someone on purpose to be hurtful.
- Excluding someone on purpose.
- Trying to get other students to exclude someone.

Staff in our school will do the following things to prevent bullying and help children feel safe at school:

- Supervise students according to building expectations.
- Intervene safely and effectively in all bullying situations
- Integrate bullying prevention into the culture of each classroom
- Respond appropriately and sensitively to bullying reports.
- Look into all reported bullying incidents.
- Assign consequences for bullying based on the school discipline code.
- Provide immediate consequences for retaliation against students who report bullying.
- Bullying situations will be responded to on an individual, case-by-case basis.

Students in PHA will do the following things to prevent bullying:

- Treat each other respectfully.
- Refuse to bully others.
- Refuse to stand by and let others be bullied.
- Refuse to watch, laugh, or join in when someone is being bullied.
- Try to include everyone, especially those who are often left out.
- Report bullying to an adult.

This policy is designed to disrupt a negative pattern of bullying behavior. It is an integrated approach which incorporates disciplinary action, behavior management, preventative education, through processes that preserve the safety and dignity of all.