

## **ANTI - BULLYING POLICY**

Bullying means deliberate, unwanted and aggressive behaviour that emotionally or physically threatens a person. It is persistent. It includes a real or perceived imbalance of power, where the student being bullied feels powerless and afraid over time.

### **OBJECTIVES OF THE NO-BULLYING POLICY**

The purpose of a no-bullying policy at IA is to be pro-active and preventative. We want to:

- Create a safe environment where bullying is unlikely to occur
- Empower student leadership to mentor and role model inclusive and respectful behaviour
- Create awareness about bullying and what strategies can be used to avoid it

### **What are the consequences for bullying at IA?**

The school:

- Fully investigates the reported incident(s)
- Has open conversations about the problems and how they can be avoided
- Monitors and follow-ups with all parties
- Gives break/lunch time or after school detention
- Conducts a parental/family meeting in school
- Gives internal suspension or external suspension
- Expel the student(s) or Implement the 3 Strike Rule
- Contact the police or outside agencies (in extremely serious cases)

### **What should I do if I'm being bullied or I know someone who is being bullied?**

At IA we are an open-minded community. Just because someone does something unkind does not mean they are a bad person. While we must learn to deal with difficult people and situations throughout our lives, IA is a "safe space" where any continued and intentional unkindness is just not OK.

You do have a voice here in our community, and with fellow students. If it feels safe to do so, consider approaching the person who is being unkind to you, and calmly tell that person that you feel he/she is being unkind. This might stop the bullying behaviour completely; this is an important first step. If the situation continues, or even escalates, please tell a parent or a teacher at IA. Bullies often need a lot of help and time to change their behaviour, and adults can help to make that happen.