

# Grace Lutheran Church and School

## Policies and Practices Regarding “Bullying”

Bullying goes against everything in the Bible. We are called to kindness. We are asked to be hospitable and look out for one another. So, turning on another person does little to demonstrate God's love to others.

Micah 6:8b “What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God”

Grace Lutheran Church and School has a ZERO tolerance for bullying in any form. Those students found to have participated in bullying and, particularly, persistent bullying will be subject to discipline, up to and including suspension or expulsion.

### **Definitions of bullying:**

Physical Bullying: Physical contact with the intent to cause harm (hitting, punching, biting, kicking, stealing, damaging another's belongings)

Verbal Bullying: Causing emotional pain, based on personal perception (name-calling, offensive remarks, intimidation, offensive jokes, threats, berating another person)

Reactive Bullying: One person who coaxes others into harassing an individual

Cyber bullying: Using electronic media/devices to harass others (email, texting, social networking sites, blogs)

Exclusion/Social Alienation: Purposeful social isolation of individuals (spreading rumors, talking badly about others, convincing others to not interact with certain people)

Shunning/Social Exclusion: Shunning happens when a group builds its identity by keeping an individual out and attacking this person's reputation. Sometimes the group will taunt the individual, other times they intentionally act like the victim simply is not present. Usually one person leads the shunning process, but others in the group actively participate or passively let it happen.

### **Normal Peer Activity:**

Cliques: In the social sciences, a clique is a group of peers who interact with each other more regularly and intensely than others in the same setting. Interacting with cliques is part of normal social development regardless of gender, ethnicity, or popularity.

Parent responsibilities:

1. Model Christ-like behavior
2. Discuss suspicions or observations of bullying with the student's teacher or the Principal, immediately.
3. Encourage your child to report signs of bullying to their teacher or another Grace staff member
4. Watch your child for signs of either being a victim of bullying or being the bully
5. Ensure communication is ongoing, especially if bullying persists

Documentation and Referral:

1. Bullying incidents and accusations will be investigated by appropriate staff and findings will be documented
2. Serious cases will be referred to the Principal and, in some cases, to the Grace School Board for further action.

Parent/Student/Teacher Education and Information

1. This policy will be sent home with students, to be reviewed and signed by student and parents or guardians.
2. This policy will be shared verbally at Back-to-School meetings and parent-teacher conferences

John 13:34 "A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."

## Grace-Lutheran Anti-Bullying Covenant

This Covenant is to be signed by parent and student and returned to your teacher.

I have reviewed the anti-bullying policy and will prayerfully commit to:

1. Treat others with respect
2. Resolve disagreements with others in a Christ-like manner
3. Never participate in the bullying of others as defined in this policy
4. Immediately report to a Grace staff member any observed bullying behavior as defined in this policy
5. Trust the Staff of Grace Lutheran Church and School to handle the accusations of bullying appropriately

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Student Signature

Date

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Parent/Guardian Signature

Date

Matthew 5:16

In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.

Be a light for Jesus!