



# Vienna Adventist Academy Anti-Bullying Policy

## Definitions:

“Bullying” means any repeated and pervasive written, verbal or electronic expression, physical act or gesture, or a pattern thereof, that is intended to cause distress upon one or more students in the school, on school grounds, in school vehicles, or at school activities or sanctioned events. Bullying includes, but is not limited to, hazing, harassment, intimidation or menacing acts of a student/s which may, but need not be based on the victim's race, color, sex, ethnicity, national origin, religion, disability, age or sexual orientation.

When a student is bullied his or her ability to participate in and benefit from the school's educational programs or activities is adversely affected. The goal of this policy is to ensure that procedures are in place to prevent bullying, limit the prevalence of bullying, and to make consequences salient to everyone involved.

Vienna Adventist Academy believes that providing an educational environment for all students, employees, volunteers, and families, free from harassment, intimidation, or bullying supports a total learning experience that promotes personal growth, healthy interpersonal relationships, wellness, and freedom from discrimination and abuse. Therefore, harassment, intimidation or bullying are forms of dangerous and disrespectful behavior that will not be tolerated. Vienna Adventist Academy has a zero-tolerance policy on bullying between any individuals. Students must immediately report bullying to the teacher and/or principal. Students who bully will receive immediate appropriate disciplinary action.

Bullying behavior by any student in Vienna Adventist Academy on school grounds, in school vehicles, at school activities or events is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. In addition, failure to intervene or report observed bullying activities only enables it to continue. Students who watch and do nothing to discourage such behaviors are considered complicit and will be held accountable.

Lastly, activities of hurtful intent are to be taken seriously. Playful or light use of terminology or words regarding bullying, lessens the seriousness of these behaviors and is not acceptable.

Bullying includes, but is not limited to:

- . Derogatory comments and bad names
- . Social exclusion or isolation
- . Hitting, kicking, shoving, spitting
- . Lies and false rumors
- . Stealing or damaging classmates' property
- . Threats, manipulation and or intimidation
- . Racial bullying, sexual bullying, and cyber bullying.