



# Our Lady of Good Counsel School

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## **OLGC School Harassment and Bullying Prevention Policy**

At Our Lady of Good Counsel we strive to create a safe, caring, respectful and welcoming school environment where **all** are accepted regardless of their gender, race, religion, culture, sexual orientation or gender identity and expression.

This environment is characterized by positive relationships between students, staff and parents. Every student has the right to an education and the right to be and feel safe in and around the school. Therefore, everyone has rights and responsibilities in cultivating and maintaining a safe environment where **all** have the right to belong.

Our Lady of Good Counsel School does not tolerate aggressive or violent behaviour. This includes deliberate acts intended to harm, intimidate, alienate or injure another person. Aggressive retaliation also falls into this category. OLGC School community works to protect each student's physical safety, social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.

**HARASSMENT** is defined as directing derogatory or vexatious comments, or acting in an unchristian manner towards another individual. If a student is involved in such behaviour, the facts are carefully reviewed and assessed to determine if a suspension or expulsion from school is warranted.

**BULLYING OR CYBER-BULLYING** is defined 'as a pattern of repeated aggressive behaviour, with negative intent directed from one person to another where there is a power imbalance'

### ***Bullying can include but not limited to:***

1. physical intimidation or assault
2. extortion or stealing money or possessions
3. oral or written threats
4. teasing, put downs, name calling
5. threatening looks, gestures or actions
6. cruel rumours, false accusations and social isolation

### ***Cyber-Bullying can include but not limited to:***

1. Written threats
2. Teasing, put downs and name calling
3. Cruel rumours and false accusations
4. Using obscene, harassing or insulting language
5. Revealing personal information about another person

Bullying or Cyber-Bullying is not permitted at Our Lady of Good Counsel School on or off school grounds or on any school activity. This includes use of telephone, computer and e-mail messages to members of the school community at or away from school.

Prevention of bullying behaviour is the ultimate goal. Prevention strategies are ongoing and should include: a broad range of educational experiences for students, staff, parents/guardians, and community, common language and understanding of bullying: open communication and collaboration.

Students and parents are advised that weapons or replicas of any kind are prohibited on the school premises or at any school event. A weapon is defined as:

1. anything used or intended for use for the purpose of threatening or intimidating any person; or
2. anything used or intended for use in causing death or injury.

Student who has brought a dangerous object to school will be subject to disciplinary action. Carrying a concealed weapon is contrary to the Criminal Code of Canada. Anyone convicted of such a charge is liable for imprisonment.

Please consult the school website for the **Fair Notice Policies** for students and parents in regards to Violent Threat Risk Assessment.

## **CONSEQUENCES**

Any student who assaults, displays aggressive and/or violent behavior towards another individual, or harasses, or bullies/or cyber bullies another person, is subject to suspension. This behavior may also lead to expulsion. The RCMP may be involved.

Any student who

- assaults another person with or without a weapon; or
- brings a weapon to school; or
- displays or brandishes a weapon in a threatening or intimidating manner is subject to immediate suspension or expulsion.

A student's age, maturity and or special needs will be taken into consideration when making the decision about appropriate consequences.

The principal shall notify the student's parent/guardian, and may refer the matter to the police. The principal will initiate suspension procedures that may lead to expulsion. Police investigation may result in arrest and criminal charges.

All reasonable steps will be made to prevent retaliation by a person against a student who has made a complaint.