

POLICY # 0211 - Admin - Harassment Prevention Policy

Harassment Prevention Policy
Redeemer Christian High School
Community for Christian Learning

Subject: Bullying and Harassment

Purpose of Policy: To ensure each student participates fully in all aspects of school activities without fear or threat of intimidation or harassment.

Applies to: Staff, Students and Parents/Guardians

Owner: Administration

Date of Board Approval: June 11, 2009

To be Reviewed Prior to: June, 2011

Applicable / Attached Forms: YES _____ NO X

Revision Dates & Reference:

Reason for policy update	Date	Status
Policy Review	June 11, 2009	Approved

Rationale for policy

The Board of Directors has taken the position that there is no excuse for intimidation and harassment on or off the school site, in person or in cyber space and that it will not be tolerated. Further, the Board of Directors is committed to creating a safe learning environment in which all students are free to learn without interference by other students.

Harassment includes:

1. Unwelcome conduct or language which creates an intimidating, hostile or offensive learning environment, including epithets, slurs or negative stereotyping; threatening, intimidating, derogatory, or hostile acts; denigrating jokes; written or graphic material that degrades or shows hostility or aversion toward an individual or group. It also includes interfering with or blocking a person's legitimate movement or access in the classroom or workplace, the use of profanity to convey hostility toward others and pranks or horseplay intended to embarrass or humiliate others.
2. Making submission to unwelcome sexual advances, submission to requests for sexual favors, or submission to other unwelcome verbal or physical conduct of a sexual nature a condition of any person's association with Redeemer Christian High School. It also includes making submission to, or rejection of, such conduct the basis for decisions affecting a student's academic status, for example, decisions regarding grades, recommendations, admissions, scholarships or other opportunities.
3. Retaliation against anyone for reporting discrimination or harassment or for participation in an investigation of a claim of harassment or discrimination.

Policy

1. Any student who believes that he or she has been harassed or intimidated shall provide a written complaint to a staff member of his or her choice. The complaint may be written with the assistance of the staff member serving as the contact for the student.
2. The staff member shall share the information with the Principal or Vice-Principal within 24 hours of receiving the complaint.
3. The Principal or Vice-Principal shall initiate an investigation within 24 hours of being made aware of the complaint.
4. If the Principal or Vice-Principal concludes that the complaints are justified and that harassment and intimidation have indeed occurred, the matter shall be dealt with under the relevant section of the Discipline policy.

False Complaints

The High School will seriously investigate all complaints. However, it also recognizes that false complaints are likely to cause significant damage to the person and reputation of an individual who is wrongfully accused. Individuals found to have made false complaints will be subject to disciplinary action which may include sanctions up to and including termination of enrollment.

A complaint that is erroneous but was made in good faith will not be subject to disciplinary action.