

# Bullying Policy

## **Overbrook Academy's Policy on Bullying**

Overbrook Academy is committed to providing all students with a safe environment in which all members of the school community are treated with dignity and respect. Overbrook Academy will not tolerate any behavior that is classified under the definition of bullying and will take steps needed to eliminate such behavior. Similarly, sexual activities and abuse between two students are not tolerated.

Bullying is aggressive behavior that is intentional, is repeated over time, and involves an imbalance of power or strength. Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all students, school employees, school volunteers, and school visitors.

All school employees are required to report alleged violations of this policy to the director or whomever she designates for this. All other members of the school community, including students, parents, volunteers and visitors, are encouraged to report any act that may be a violation of this policy. Retaliation against individuals who report such alleged violations is expressly prohibited.

School administrators will accept and review all reports of bullying, including anonymous reports.

School administrators will consider the ages and maturity of the students involved the type of behaviors, the frequency and/or pattern of behaviors, the context in which the incident occurred, and other relevant circumstances. Consequences may range from positive behavioral interventions up to and including suspension, expulsion, and/or reports to law enforcement officials.

The school implements a comprehensive bullying prevention program under which students, employees, parents, and community members' together partner to prevent bullying and maintain a safe environment for our students.