



Anti-Bullying Policy

City Elementary is committed to providing a nurturing space for learning. We believe that all students should feel safe, secure, and accepted regardless of color, race, gender, gender identity, popularity, athletic ability, intelligence, religion, nationality, family structure, economic background, or any other differentiating feature. We incorporate the fundamentals of social thinking into our curriculum and we teach our students how to work through conflicts effectively. We also help children learn the difference between tattling to get someone in trouble and reporting a serious issue where people need help making better choices.

Bullying, including “cyberbullying,” is any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or group of students that has or can be reasonably predicted to have the effect of one or more of the following:

- 1) Placing the student (or group of students) in reasonable fear of harm to the student (or students') person or property;
- 2) Causing a substantially detrimental effect on the student's (or group of students') physical or mental health;
- 3) Substantially interfering with the student's (or group of students') academic performance; or
- 4) Substantially interfering with the student's (or group of students') ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. (This list is meant to be illustrative and non-exhaustive.)

“Cyber-bullying” means bullying using technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. “Cyber-bullying” includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in

the definition of bullying in this Section. "Cyber-bullying" also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Section.

Bullying is contrary to Illinois state law and is antithetical to the mission and policies of City Elementary. Any form of bullying will be addressed quickly at City Elementary. This includes actions at school or at any school-sponsored or school-sanctioned event or activity. We want our students to know they will be protected by the school when things go wrong and that we will work with those engaging in bullying behavior and help them learn how manage their feelings in more collaborative and relationally positive ways.

Nothing in the City Elementary anti-bullying policy is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 of Article 1 of the Illinois Constitution.

Based on the engagement of a range of school stakeholders, including students and parents/guardians, City Elementary has established the following procedures for the prompt reporting and investigation of bullying.

1. In the event of alleged bullying at our school, any member of the community can report these acts (anonymously or not) to the Head of School, Christopher Flint. Mr. Flint can be reached by email (cflint@cityelementary.com), phone (872 240-2489), or in person at City Elementary during school hours.
2. The Head of School is available as needed to meet with students, parents, guardians, and teachers related to any incidents of bullying, or alleged bullying, at City Elementary. He has extensive experience with effective conflict resolution procedures and is well prepared to respond to incidents of bullying.
3. The City Elementary teachers are also available in the event that a parent or other member of the City community is more comfortable reporting the incident to them. As with the Head of School, such reporting can be done anonymously or not. In the event a teacher is the point of contact, they will notify the Head of School.
4. The parents of children involved in an alleged bullying event will be notified by the school. Children will be offered a time to talk with a trusted adult (teacher, aide, or Head of School) to explain what happened. As needed, both team building and conflict resolution/restorative practices will be initiated.
5. Incidents of alleged bullying will be investigated and addressed as soon as possible upon learning of their occurrence. Barring extenuating circumstances, all allegations of bullying will be fully investigated and resolved no later than 10 days from initial notification. The resolution will take into consideration additional relevant information received during the investigation about the reported incident of bullying.
6. Families and guardians of children involved in bullying situations will be informed about the incident and next steps for the student(s) and for our community will be discussed. It is

City's practice to partner with parents and guardians in all aspects of their children's education and our handling of bullying will be no different.

7. No reprisals or retaliation will be tolerated related to reporting an act of bullying. Such incidents will be met with swift and clear consequences.

8. In the event a report was falsely made to harm another member of the City Elementary community, this will be dealt with as an act of bullying and a restorative justice process will be initiated.

9. As part of our ongoing self-evaluations, City Elementary will monitor the successfulness of our anti-bullying interventions both in terms of self-report by those involved and by metrics related to the culture in the classroom and larger school community. In particular, City Elementary will monitor the frequency of bullying incidents; student, staff, and family observations of safety at a school; any physical areas of the school where bullying occurs; the types of bullying that occur; and any bystander intervention or participation.

City Elementary's Anti-Bullying Policy is posted on the school's website and included within the Parent Handbook and the Staff Handbook. The Anti-Bullying Policy is consistent with all other City Elementary policies.

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