



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" includes "cyber-bullying" and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

- (1) Placing the student or students in reasonable fear of harm to the student's or students' person or property;
- (2) Causing a substantially detrimental effect on the student's or students' physical or mental health;
- (3) Substantially interfering with the student's or students' academic performance; or
- (4) Substantially interfering with the student's or 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 through the use of 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 photooptical 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 of City Elementary. Our antibullying policy is consistent with subsection (a-5) of 105 ILCS 5/27- 23.7 and with the policies of City Elementary, a non-public, non-sectarian elementary and middle school.

• Note: Nothing in this Section 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 State Constitution or under Section 3 of Article 1 of the Illinois Constitution.

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 to manage their feelings in more collaborative and relationally positive ways.

City Elementary has established the following procedures for the prompt reporting 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. Team building, conflict resolution, and restorative measures will be initiated.

“Restorative measures” means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that

- (i) are adapted to the particular needs of the school and community,
- (ii) contribute to maintaining school safety,
- (iii) protect the integrity of a positive and productive learning climate,
- (iv) teach students the personal and interpersonal skills they will need to be successful in school and society,
- (v) serve to build and restore relationships among students, families, schools, and communities, and
- (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.
- (vii) increase student accountability if the incident of bullying is based on

religion, race, ethnicity, or any other category that is identified in the Illinois Human Rights Act.

5. Incidents of alleged bullying will be 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.

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.

Consistent with federal and State laws and rules governing student privacy rights, City Elementary's antibullying policy includes procedures for promptly informing parents or guardians of all students involved in the alleged incident of bullying and discussing, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

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