

Anti-Bullying Policy:

Every NativityMiguel School student has the right to feel safe within the school community. Bullying behavior of any kind will not be tolerated.

NativityMiguel School defines “bullying” as an intentional electronic, written, verbal or physical act, or a series of acts that: cause physical or emotional harm to a student or his property, place a student in reasonable fear of harm to himself/herself or his/her property, create a hostile school environment for the student, infringe on the student’s rights at school, or significantly disrupt the educational process or orderly operation of the School. Examples of bullying behaviors may include, but are not limited to, the following:

- Unwanted teasing or ridicule
- Threatening
- Intimidating
- Physical violence
- Harassment
- Public humiliation
- Coercion
- Rumor spreading

Bullying is not limited to in-person, face-to-face interactions, but can also occur through the use of technology, commonly referred to as “cyber-bullying.” Whether via text message, e-mail, phone call, social media post, or any other technological means, NativityMiguel School strictly forbids cyber-bullying. Cyber-bullying may take place off campus and outside of the school environment and include the use of personal property, but because of its impact on the school environment, any student found to be engaged in cyber-bullying is subject to disciplinary action.

A student who believes he/she is the object of bullying behavior should report this immediately to a member of the school staff or administration. Any student, parent, or guardian who believes bullying has occurred is strongly encouraged to submit a report, orally or in writing, with an appropriate member of the School administration, faculty, or staff. School staff members are obligated to report the information within one school day to the Principal. The Principal will supervise the investigation of the complaint and is obligated to notify the parents of all involved students within 48 hours of receiving the report. The Principal is responsible for all aspects of the complaint investigation, including establishing necessary safeguards for all involved students, questioning all involved students and possible bystanders (including staff members and parents), and determining any necessary disciplinary or restorative outcomes.

A student who is found to be violating the school’s anti-bullying expectations may be subject to disciplinary action that may include, but is not limited to, the following:

- Formal written warning to be included in the student’s educational file
- Requirement to offer a formal apology to affected students or community members
- Requirement to participate in supplemental educational activities to correct the bullying behavior
- Meeting with the student’s parent(s)/guardian and Principal to establish a plan for behavior improvement
- Suspension or a recommendation of dismissal.