



Bullying Policy

Kids in Motion (KIM) Academy recognizes that bullying causes serious educational and personal problems for both the student-victim and the initiator.

What is Bullying?

There is not a specific, widely-adopted definition of bullying. Although definitions of bullying vary, most agree that bullying involves:

Imbalance of Power: People who bully use their power to control or harm others (intended victims or bystanders). Power may be but is not limited to physical strength, social skill, verbal ability, or other characteristics.

Intent to Cause Harm: Action(s) done by accident are not bullying; the person bullying has a goal or intent to cause harm.

Repetition: Incidents of bullying happen to the same person over and over by the same person or group.

Bullying means any **pattern** of harassment, intimidation, threatening behavior, physical acts, verbal or electronic communication intentionally directed toward another student or group of students that results in or is reasonably perceived as being done with the intent to cause negative educational, social, or physical results for the targeted person or group. It is communicated in such a way as to cause disruption to the learning process of intended victim(s) or the educational mission of the school (i.e. to encourage learning and growth intellectually, spiritually, and socially).

Bullying impacts the learning process by disrupting and interfering with the intended victim(s) or bystander(s) ability to concentrate, retain instruction, and/or study. This results in the intended victim(s) or bystander(s) reluctance or resistance to attend school. All students deserve a learning environment where they are able to operate free from the effects of harassment, intimidation, bullying and threatening behavior.

Bullying acts by students have been described in several different categories:

Physical Bullying includes intentional harm or threatened harm to the victim(s) body or property through verbal or written speech or gestures directed at the intended victim(s). Common acts include, but are not limited to, tripping, hitting, pushing, pinching, pulling hair, kicking, biting, starting fights, inciting others to fight, stealing or destroying property, and other actions commonly deemed as violent.

Emotional Bullying includes the intentional infliction of harm to the victim(s) self-esteem, including but not limited to, making insulting or profane remarks, insulting or profane gestures, or harassing and frightening statements. Such events are considered in light of



the surrounding facts, the history of the students involved, and age, maturity, and special characteristics of the students.

Social Bullying includes intentional harm to the victim(s) group acceptance including, but not limited to, harm resulting from intentionally gossiping or intentionally spreading negative rumors that result in the victim(s) being excluded from a school activity or student group; the intentional planning and/or implementation of acts or statements that inflict public humiliation, the spreading of untrue rumors or gossip designed to humiliate or embarrass, the false or malicious spreading of an untrue statement or statements about intended victim(s) that exposes the him/her to contempt or ridicule or deprives him/her of the confidence and respect of student peers.

Sexual Bullying includes intentional harm to the victim(s) resulting from, but not limited to, making unwelcome sexual comments about the intended victim(s); making vulgar, profane, or lewd comments or drawings or graffiti about the intended victim(s); directing acts of a sexual nature at school, including the fondling or touching of private parts of the intended victim's body.

Understanding and Preventing Student Bullying

All KIM Academy teaching and administrative personnel will be aware of and understand this Bullying Policy and receive annual bullying training. KIM Academy teaching and/or administrative personnel will contact parents/guardians of students involved in a bullying incident to make them aware of incidents and action(s) taken or to be taken.

All staff and volunteers will be provided with a copy of this Policy. Staff and volunteers are expected to report incidents of bullying to administrative personnel so that contact with appropriate parties and action(s) taken or to be taken may be explained.

All parents will be provided with a copy of this Policy with the KIM Academy Student Handbook. Parents/Guardians are expected to report incidents of bullying to the KIM Academy administrative personnel for investigation and determination of appropriate disciplinary action(s).

All students will be provided an age appropriate summary of the Policy as well as ongoing instruction and reinforcement of proactive bullying prevention strategies. Students are expected to report incidents of bullying to KIM Academy teaching and/or administrative personnel for investigation and determination of appropriate disciplinary action(s).

Students and parents/guardians will participate in and adhere to the educational program designed and developed by KIM Academy personnel, which sets out expectations for student behavior and emphasizes understanding of student bullying; its prevention, identification; and the school's response to and prohibition of such conduct, and the reasons why the conduct is destructive, unacceptable and will lead to discipline. Students shall also be informed of the possible consequences of bullying conduct toward their peers.



Bullying Prevention policy shall be posted at various locations within the school.

Reporting Acts of Suspected Acts of Bullying

Acts or suspected acts of bullying should be immediately reported to KIM Academy teaching and/or administrative personnel official.

1. **Student Reporting of Bullying** - Students are encouraged to tell school personnel if they are the victim of or witness acts of bullying.
2. **Staff/Volunteer Reporting of Bullying** - Any employee or volunteer is to report acts or behavior that the employee/volunteer witnesses that appears to constitute bullying, or the employee/volunteer has reliable information that would lead a reasonable person to suspect that a student or person is a target of bullying shall immediately report it to KIM Academy administrative personnel.

Investigating and Responding to Alleged Incidents of Student Bullying

1. **Responsibility for Policy Enforcement** - The principal is responsible for enforcing this policy at KIM Academy.
2. **Investigation, Determination, and Preventive Action** - The principal shall investigate all reported incidents of bullying or suspected bullying and make a determination regarding whether the conduct actually occurred or is occurring, and take prompt and effective action to address confirmed incidents and prevent their recurrence. This action may impose consequences. Such consequences and remedial action may also be imposed for a student found to have falsely accused another as a means of retaliation, reprisal or as a means of bullying. If the principal determines a student or group of students has intentionally bullied another, he/she/they may receive consequences detailed below:
 - a. **1st Occurrence – Verbal warning and parent/guardian contact to discuss incident and develop action plan moving forward**
 - b. **2nd Occurrence – Conference with parent/guarding to discuss ongoing incidents and revision of action plan and suspension for a school day as determined by the principal.**
 - c. **3rd Occurrence – Conference with parent/guarding to discuss ongoing incidents and invitation for student not to return to KIM Academy**
3. **Parent Notification** - The Principal or the Principal's designee shall make timely notification to the parent or guardians of a victim of documented and verified bullying, and to the parents or guardians of the perpetrator of the documented and verified bullying.

Parental Responsibilities

Parents/Guardians will receive an annual written copy of KIM Academy's Bullying Policy. Parents/Guardians will be advised that to help prevent bullying at school, they should:

1. Encourage their children to report bullying to them, their school Principal or other responsible adult when it occurs.
2. Take advantage of opportunities to talk to their children about bullying.



3. Inform the school Principal immediately if they think their child is being bullied or is bullying other students.
4. Watch for symptoms that their child may be a victim of bullying and report those symptoms.
5. Cooperate fully with school personnel in identifying and resolving bullying incidents.
6. Participate in all activities designed to eliminate bullying behavior; including activities designed to address confirmed incidents.