

BULLYING AND CYBERBULLYING POLICY

Hope Lutheran School is committed to maintaining an environment that is free from harassment, violence, and bullying (including cyber-bullying) and where all employees and students can work and study together comfortably and productively. This environment includes the actual school building, school grounds, school vehicles, bus stops, or any activity sponsored, supervised, or sanctioned by the school. Please refer to Student Behavior and Discipline on page 24.

The term “harassment” includes but is not limited to repeated, unwelcome, and offensive slurs, jokes, or other verbal, graphic, or physical conduct relating to an individual’s race, color, religion, ancestry, sex, national origin, age, or handicap/disability which creates an intimidating, hostile, or offensive educational environment as well as retaliation for having reported the harassment or discrimination.

Hope recognizes that sexual harassment can originate from a person of either sex or against a person of the same or opposite sex and from classmates as well as adults. Sexual harassment shall consist of unwelcomed sexual advances, requests for sexual favors, and other inappropriate verbal or physical contacts of a sexual nature. This includes unwelcome touching when made by any member of the school staff to a student, when made by any member of the school staff to another staff member, or when made by any student to another student or a staff member.

What Is Bullying? “Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending himself or herself. Bullying can take many forms, such as hitting, verbal harassment, spreading false rumors, not letting someone be part of the group, and sending nasty messages on a cell phone or over the internet.” Source Hazelden Foundation

Bullying includes the intentional electronic, written, verbal, or physical act or series of acts directed at another student or students, which occurs in a school setting and/or outside a school setting, that is severe, persistent, or pervasive and has the effect of doing any of the following: substantially interfering with a student’s education; creating a threatening environment; and any disrupting of the orderly operation of the school.

When a student believes he/she is being harassed or bullied by another student, the individual being harassed or bullied should tell the person doing the harassing or bullying to stop. If the behavior does not stop, the student should inform his/her parents and a teacher.

SCHOOL RULES AGAINST BULLYING

These rules are a part of the Olweus Bullying Prevention Program, Hazelden Publishing

Biblical Principles:

- We will not bully others.
Ephesians 4:29: Let no corrupt communication proceed out of your mouth, but that which is good to the use of edifying, that it may minister grace unto the hearers.
- We will try to help students who are bullied.
Ephesians 4:2: With all lowliness and meekness, with longsuffering, forbearing one another in love
- We will try to include students who are left out.
Matthew 25:40: Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.
- If we know that somebody is being bullied, we will tell an adult at school and an adult at home.

EFFECTIVE DATE: SEPTEMBER 2026

BULLYING BEHAVIOR & CONSEQUENCES

Level A (Mild Infractions) - Including but not limited to the following examples of physical, emotional, verbal, or social harm:

- taunting, insulting remarks, calling names, teasing, gossiping, spreading rumors or un-truths
- Bystander involvement or lack of support to the victim
- expressing physical superiority (pushing, shoving etc.)
- making threatening or insulting gestures
- defacing other's personal property
- excluding others (seat at lunch, on the bus, at recess, etc.)
- playing mean tricks/pranks
- cyber bullying (inappropriate emails, social media, text, phone, etc.)
- Persistent and repeated phone calls/text messages

Level A – Appropriate Consequences:

- **talking with student/give warning
- **parent contact by supervising teacher
- loss of privileges (silent lunch/time away from others, etc.)
- written apology
- ***repeat Level A bullying 3 times can move to Level B and C consequences

Level B (Moderate Infractions) - Including but not limited to the following examples of physical, emotional, verbal, or social harm:

- threatening physical or emotional harm
- damaging school work or other personal property/stealing
- persistently insulting (race, gender, religion, special needs, appearance, etc.)
- increasing gossip and/or rumors
- undermining friendships causing social or emotional harm
- derogatory or offensive cyber bullying

Level B - Appropriate Consequence:

- **Student Disciplinary Action Report
- **parent contact-meeting, phone call, etc. by administration
- In-school suspension
- mediation
- Director of Christian Education/pastor referral
- loss of privileges (silent lunch/time away from others, etc.)
- ***repeat Level B bullying can lead to Level C consequences

Level C (Severe Infractions) - Including but not limited to the following examples of physical, emotional, verbal, or social harm:

- physical cruelty or assault/battery (weapons, etc.)
- practicing extortion
- destroying personal/school/church property
- stealing valuables
- life-threatening cyber bullying

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Level C - Appropriate Consequences:

- **Student Disciplinary Action Report
- **parent conference with administration and appropriate faculty
- student sent home immediately
- out of school suspension
- Director of Christian Education/pastor referral
- expulsion
- police referral

**These will take place for each level

***Grade appropriate