

New Indian Model School, Al Ain

ANTI BULLYING POLICY

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviours is an important school goal.

Bullying on the basis of actual or perceived race, colour, nationality, gender, ancestry, age, religion, physical or mental disability, status of being homeless, or potential parental status, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:-

1. During any school sponsored education programme or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school sponsored or school sanctioned events or activities.
3. Through the transmission of information from school computer, a school computer network, or other similar electronic school equipment.

For purposes of this policy, the term bullying means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that has or can be reasonably predicted to have the effect of one or more of the following:-

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

Bullying, intimidation, and/or harassment may take various forms, including without limitation: threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting of alleging an act of bullying.

The Principal and Section Supervisors shall develop and maintain a programme that;

1. Fully implements and enforces all policies including (a) conducting a prompt and thorough investigation on the alleged incidents of bullying, intimidation, harassing behaviour, or similar conduct, and (c) protecting students against retaliation for reporting such conduct.

2. Examines the appropriate steps to understand and rectify conditions that foster bullying, intimidation, and harassment; this contemplates taking action to eliminate or prevent these disruptive behaviours beyond traditional punitive disciplinary actions.
3. Includes bullying prevention and character instruction in all grades. This includes incorporating student social and emotional development into the educational program. Fully informs staff members of the school's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes: (a) communicating the school's expectation-that teachers and other certified employees maintain discipline, and (b) establishing a process for staff members to fulfill their obligation to report alleged acts of bullying, intimidation, harassment, other acts of actual or threatened violence.
4. Encourages all members of the school community, including students, parents, volunteers, to report alleged acts of bullying, intimidation, harassment, and other acts of actual or threatened violence.
5. Actively involves students' parents/guardians in the remediation of the behavior(s) of concern. This includes ensuring that all parents/guardians are notified whenever their child engages in aggressive behavior.
6. Communicates the school's expectation that all students conduct themselves with proper regard for the rights and welfare of other students. This includes a process for commending or acknowledging students for demonstrating appropriate behaviour.
7. Annually communicates this policy to students and their parents/guardians. This includes annually disseminating information to all students and parents/guardians explaining the serious disruption cause by bullying, intimidation, or harassment and that these behaviours will be taken seriously and are not acceptable in any form
8. Engages in ongoing monitoring that includes collecting and analyzing appropriate data on the nature and extent of bullying in the school and, after identifying appropriate indicators, assesses the effectiveness of the various strategies, programmes, and procedures and reports the results of this assessment to the Board of Directors along with recommendations to enhance effectiveness.

An instance of bullying will be considered highly seriously and disciplinary actions will be taken on the degree of bullying. In all cases the parent of the offender will be informed on the spot and the pupil will be issued warning letters as per the United Arab Emirates Ministry of Education's 'Student Conduct Disciplinary Bylaw in Schools Community'.

In minor cases of bullying the offender will be served warning letters for the first two instances (the copy of the warning letters will be sent to the ADEK regional office) and a third instance will cause the expulsion of the offender from school.

Serious types of bullying will result in the immediate expulsion of the offender from school.

Examples of specific behavior that constitutes bullying include:

- ⌚ Wearing gang paraphernalia and other clothing meant to intimidate or exclude another;
- ⌚ Spreading rumors or posting degrading, harmful, or explicit pictures, messages, or information using social media or other forms of electronic communication (also known as "[cyber-bullying](#)").
- ⌚ Taunting or making sexual slurs about a person's gender orientation or sexual status;
- ⌚ Name-calling, joking, or making offensive remarks about a person's religion, gender, ethnicity, or socioeconomic status; and
- ⌚ Physical acts of bullying, such as punching, slapping, or tripping someone.

CORPORAL PUNISHMENT IS STRICTLY BANNED IN THE SCHOOL

ANY EVENT OF BULLYING OR CORPORAL PUNISHMENT CAN BE REPORTED TO THE COMPLAINTS COMMITTEE HEADED BY THE PRINCIPAL