



Harassment and Bullying Prevention Policy

Statement of Purpose

Nelson Christian School Society (NCSS) is committed to providing a safe, caring, respectful, and orderly learning environment where all students and staff are able to learn and work without fear of bullying, harassment, intimidation, or violence.

Guided by Christian values of grace, truth, fairness, honour, accountability, and respectful communication, NCSS seeks to cultivate a school culture that supports positive relationships, responsible behaviour, and the dignity of every individual.

This policy establishes clear expectations for behaviour, outlines prevention and reporting processes, and ensures fair and consistent responses when concerns arise.

Protection of Students and Commitment to Inclusion

NCSS affirms its responsibility to protect students':

- physical safety,
- emotional well-being,
- social connectedness, and
- sense of belonging.

Bullying and harassment are prohibited in all forms, including conduct related to or based on a person's:

- gender or gender identity,
- sexual orientation,
- race or ethnicity,
- culture,
- religion,
- disability or diverse abilities, or
- any other personal characteristic.

This policy applies to behaviour occurring:

- on school property,
- during school-related or school-sponsored activities,
- through digital or online communication, and
- in any other circumstance where the behaviour negatively affects the school environment.

Behaviour Expectations

1. Acceptable Behaviour

All members of the school community are expected to:

- treat others with dignity, kindness, and respect;
- communicate in a constructive and appropriate manner;
- resolve conflict peacefully;
- respect personal boundaries and property;
- seek assistance when feeling unsafe or witnessing harm; and
- contribute positively to a welcoming and inclusive school culture.

2. Unacceptable Behaviour

Unacceptable behaviour includes, but is not limited to, the following:

Bullying

Behaviour that is targeted at another individual, intended to cause harm, and repeated over time.

Forms of bullying may include:

- **Verbal bullying** – insults, name-calling, threats, discriminatory remarks, teasing, or verbal abuse.
- **Physical bullying** – hitting, pushing, kicking, tripping, damaging belongings, or extortion.
- **Social or relational bullying** – spreading rumours, social exclusion, manipulation of friendships, or public humiliation.
- **Cyberbullying** – harmful or threatening messages, images, or posts shared through phones, email, or social media.

Harassment

Unwelcome behaviour that demeans, humiliates, or intimidates another person.

Intimidation

Using fear, threats, or aggressive behaviour to influence or control another person.

Extortion

Obtaining money, property, or compliance through coercion, threats, false accusations, or misuse of private information.

Threatening or violent behaviour

Any act or threat that creates a reasonable fear of physical injury or serious emotional harm.

These behaviours are prohibited whether they occur at school, during school activities, online, or elsewhere when they affect the school community.

Prevention and Education

NCSS takes a proactive approach to preventing bullying and harassment through:

- implementation and communication of anti-bullying and safety policies in student, parent, and staff handbooks;
- formal reporting systems, including the provincial [ERASE | Report It online tool](#);
- student education on respectful behaviour, digital citizenship, and the role of bystanders through classes, devotions, chapels, and presentations;
- regular staff training to recognize and respond to bullying, abuse, discrimination, neglect, and harm;
- consistent supervision of students in classrooms, hallways, playgrounds, learning centres, field trips, and school activities, with established supervision ratios;
- enforcement of the school's Computer Use Policy and archiving of online communication between staff and students;
- training for parent volunteers regarding reporting procedures;
- promotion of open communication between school administration, staff, students, and families; and
- removal or management of unsafe conditions, including restricting access to unsupervised areas and separating play spaces for younger and older students where appropriate.

Reporting Bullying and Harassment

Students and parents are encouraged to report concerns promptly by:

- contacting the classroom teacher,
- contacting the Principal (Safe Place Coordinator), or
- submitting a report using the [ERASE | Report It online tool](#), which allows anonymous reporting and provides resources for families.

All reports are addressed in a timely, respectful, and confidential manner to the extent possible.

Responding to Incidents and Consequences

All reports of bullying or harassment are reviewed by school administration.

Consequences are determined fairly and proportionately and take into account the student's age, maturity, and any disabilities or diverse abilities.

Possible responses may include:

- restorative conversations or mediation,
- behavioural support plans,
- loss of privileges,
- probation for up to one school year (including removal from extracurricular activities and leadership roles),
- suspension, or
- expulsion or withdrawal from the school in cases of serious or persistent behaviour.

The purpose of disciplinary action is to protect the school community, address harmful behaviour, and support positive growth and accountability.

Protection Against Retaliation

NCCS will take all reasonable steps to prevent retaliation against any student who:

- reports bullying or harassment, or
- participates in an investigation.

Retaliation—including threats, intimidation, or further harassment—is a serious violation of this policy and will result in disciplinary action.

Bullying or Harassment Toward Staff

Bullying or threatening behaviour toward staff by parents, guardians, or other adults is not permitted.

Examples include, but are not limited to:

- aggressive verbal confrontations or yelling,
- threatening or harassing messages or emails,
- intimidation or coercion,
- unsafe operation of vehicles on school property, or
- threats of violence.

Individuals engaging in such behaviour may be required to leave school property immediately. Depending on the severity of the incident, law enforcement or additional safety measures may be implemented.

Where appropriate, individuals may be offered an opportunity to resolve the matter constructively. Continued unsafe behaviour may result in the administration or Board requiring the withdrawal of the individual's child from the school.