

Sikh Academy

Harassment and Bullying Prevention Policy

(Revised December 2024)

Background:

Sikh Academy is committed to providing a safe, respectful, and inclusive environment for all members of its community. Harassment and bullying undermine the dignity and well-being of individuals, and the school has a responsibility to take proactive measures to prevent and address such behaviors.

Rationale:

The safety, well-being, and dignity of every student, staff member, and stakeholder are of paramount importance. Sikh Academy is dedicated to fostering a culture of respect, inclusivity, and accountability, ensuring that all individuals can thrive in an environment free from harassment, bullying, and retaliation.

Policy Objectives:

1. Promote a Safe and Respectful Environment:

Foster a school culture where everyone is treated with dignity and respect.

2. Prevent Harassment, Bullying, and Retaliation:

Implement proactive measures to address harmful behaviors and ensure no retaliation occurs against individuals reporting or addressing such behaviors.

3. Provide Clear Reporting and Resolution Procedures:

Outline transparent steps for reporting, investigating, and resolving incidents.

4. Educate and Empower the Community:

Raise awareness and equip students, staff, and parents with the tools to identify, prevent, and address harassment and bullying.

Key Policy Elements:

1. Definitions of Harassment and Bullying:

- **Harassment:** Unwelcome behavior, including verbal, physical, or visual conduct, that demeans, humiliates, or threatens an individual based on personal characteristics or attributes.
- **Bullying:** Repeated, intentional aggressive behavior meant to harm, intimidate, or dominate another person. This includes cyberbullying and other forms of digital harassment.

2. Acceptable and Unacceptable Behavior:

- **Acceptable Behavior:**
 - Respectful communication and interactions.
 - Inclusivity and support for peers and colleagues.
 - Adherence to the school's **Code of Conduct**.
- **Unacceptable Behavior:**
 - Harassment, bullying, intimidation, or any form of discrimination.
 - Threats, violence, or conduct that creates a hostile school environment.
 - Cyberbullying or misuse of digital platforms to harm others.

3. Preventing Retaliation:

- Sikh Academy ensures that no individual will face retaliation for:
 - Reporting incidents of harassment or bullying.
 - Participating in investigations or assisting others in addressing such incidents.
 - Offering support to individuals impacted by harassment or bullying.

Reporting and Investigation Procedures:

Reporting:

- Reports can be made confidentially to the following designated officers:
 - **Rupinderjit Kaur, Threat Assessment Officer**
 - **Amrik Singh Phull, Principal**

- Reports may be submitted:
 - Verbally or in writing.
 - Via email, phone, or in person during school hours.

Investigation:

- **Confidentiality:** Investigations will be handled with sensitivity and discretion.
- **Process:**
 - Initial intake and acknowledgment of the report.
 - Investigation by the designated officers, ensuring impartiality and fairness.
 - Resolution steps, including mediation, support, and disciplinary actions as necessary.

Consequences:

- Disciplinary measures will reflect the severity of the incident and consider the age, maturity, and needs of the individuals involved.
- Actions may include restorative practices, counseling, suspension, or expulsion for severe violations.

Training and Education:

- **For Staff:**
 - Regular training sessions on harassment and bullying prevention.
 - Certifications, including **ERASE Digital Threat Assessment Training** and **Basic Threat and Risk Assessment Training**, held by **Rupinderjit Kaur**.
 - **Basic Threat and Risk Assessment Training**, held by Amrik Singh Phull, Kiran toor
- **For Students:**
 - Workshops and programs promoting awareness, empathy, and conflict resolution skills.
- **For Parents:**
 - Information sessions and resources to support children in navigating and preventing bullying or harassment.

Policy Review and Communication:

- **Annual Review:**

The policy will be reviewed and updated annually to align with evolving legal requirements and community needs.

- **Communication:**

Updates will be shared with staff, students, and parents through the school website, newsletters, and email notifications.

Designated Reporting Officers:

- **Rupinderjit Kaur, Threat Assessment Officer**
 - Email: boardassistant@sikhacademy.ca
 - Phone: 604-512-3242
- **Amrik Singh Phull, Principal**
 - Email: principal@sikhacademy.ca
 - Phone: 778-898-5052

Commitment to Safety:

Through this **Harassment and Bullying Prevention Policy**, Sikh Academy reaffirms its dedication to providing a secure, inclusive, and respectful environment where all individuals feel valued, supported, and protected.

This policy is effective immediately and will be enforced rigorously to uphold the integrity and values of Sikh Academy.