



Bee Best Learning Center Anti-Bullying Policy

What are our expectations?

All students need to feel valued and appreciated. We strive to treat each other with respect, and we refuse to tolerate bullying in any form at Bee Best Learning Center. Students have a right to feel safe and know that staff members will support them if they are bullied. It's important for bullies to realize that they will be held accountable for their behavior and face consequences if they are involved in bullying.

What is bullying?

Bullying is the harassment, teasing, or threatening of another, and/or regularly singling out another to make him/her feel uncomfortable or excluded. Bullying may include implied or explicit threats made verbally or physically, and it may be delivered face-to-face, via rumors/gossip, via social media, stealing/damaging belongings, etc.

What steps will be taken to resolve any instances of bullying?

Our staff will do the following to prevent and resolve bullying to help children feel safe at the center:

- Accept and respect each child's individual strengths, personal characteristics, family culture, and family background and encourage all students to do the same.
- Encourage students to treat each other with respect and try to include everyone in play.
- Closely supervise students in Bee Best areas.
- Watch for signs of bullying and immediately stop any bullying behavior.
- Respond quickly and sensitively to bullying reports.
- Talk to the parties involved separately, and if necessary, interview witnesses.
- Impose immediate consequences, if appropriate, for students who bully others.
- Provide follow-up interventions, as needed, for the students who were bullied and for those who bullied.
- Notify parents of children who were involved.

What are possible consequences for bullying?

Consequences for students who commit harassment, intimidation, or bullying will be determined based on the severity of the offense, the developmental age of the student offender, surrounding circumstances and context of the incident, and the student's history of inappropriate behavior at our center. Possible consequences are listed below in no particular order and other alternative methods may also be considered.

- Reprimand
- Removal from situation - Removal of privileges (no free play, no sports, etc.)
- Conference with student, Parent notification/conference
- Behavioral contract
- Request financial restitution for damaged/stolen property
- Placed on no break time out list



- Changing student's seat or classroom
- Short-term or long-term dismissal from our program
- Expulsion/withdrawal from our program
- Report to law enforcement or other legal action

What are examples of possible remedial measures for students exhibiting bullying behavior?

- Meet with parents to develop a family agreement and to ensure everyone understands our center's rules and policies.
- Develop a written behavioral contract with the offending student to identify ways he/she can solve the problem and change behaviors. This should include monitoring and evaluation period(s) and should be signed by students, parents, and staff.
- Explain long-term negative consequences of bullying behavior on all persons involved.
- Ensure understanding of our center's consequences if bullying behavior continues.
- Possibly arrange for an apology (verbal/written), a reflective essay, or community/center outreach project showing student understands the impact of his/her actions on others.
- Arrange for restitution (i.e., compensation/reimbursement if items damaged/stolen).
- Schedule a follow-up conference with the student and/or parents.

What are examples of support for the targeted student?

- Meet with a trusted staff member to discuss feelings about the incident.
- Schedule an appointment with the student's parents and the director and/or classroom teacher.
- Develop a plan of action with the staff to ensure the student's emotional and physical safety at our center (i.e., a written monitoring and evaluation time frame will be established listing strategies to resolve situation and/or encourage future positive behavior and signed by staff and parents).
- Ask students to report and log any future behaviors.
- Help students develop skills and strategies to resist/deal with bullying.
- Schedule a follow-up conference with the student and/or parents.

Bee Best Learning desires to work together with families to address concerns, however, we must take into consideration the impact any decision will have on other students, families, staff, and program integrity.

Reference:

[Harassment or Bullying Incident Report](#)