



“But those who wait upon the LORD shall renew their strength. They will mount up with wings like eagles...” Isaiah 40:31

## Policy Against Harassment

The Santa Ynez Valley Christian Academy believes and is committed to providing an environment for students, faculty, and staff that is free from unlawful discrimination. In keeping with this commitment, the school maintains a strict policy prohibiting harassment based upon race, color, national origin, ancestry, physical handicap, sex, disability, or age. This policy prohibits unlawful harassment including verbal, physical, and visual harassment.

**Any student who believes that he/she has been the victim of unlawful harassment, or has witnessed such actions, should immediately report the matter to the school administrator or a person of higher authority. Complaints of harassment will be promptly investigated, and appropriate disciplinary action will be taken in accordance with school policies and procedures, up to and including suspension and expulsion.**

## Policy Against Bullying

The Santa Ynez Valley Christian School has taken the position that any person who engages in bullying another person will be subject to discipline. Bullying is defined by the U.S. Department of Justice (Fact Sheet #FS-200127) as a form of abuse and encompasses a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with the more powerful child or group attacking those who are less powerful. Bullying creates a hostile, disruptive environment on the school campus and is a violation of a student's right to be safe and secure. Furthermore, acts of bullying are void of kindness, compassion, and mercy, and as such, are inconsistent with core Biblical principles and the Christian Academy's fundamental beliefs, values, and expectations for its students.

Actions that deliberately threaten, harass, intimidate, exclude, and/or instill a reasonable fear of harm, or damage an individual's reputation or property, or any act that disrupts the orderly operation of the school, will not be tolerated. **Any student who believes that he/she has been the victim of bullying or has witnessed such actions, should immediately report the matter to the school administrator or a person of higher authority. Complaints of bullying will be promptly investigated, and disciplinary action will be taken in accordance with school policies and procedures, up to and including suspension and expulsion.**

## Bullying and Harassment Prevention

To help ensure a safe, respectful, and healthy school environment, the Santa Ynez Valley Christian Academy incorporates and teaches Biblical principles of kindness, respect, compassion, and conflict resolution into its daily curriculum both in and outside the classroom. Bullying and harassment prevention is also taught to our elementary students through the D.A.R.E. Program, and through the Rachel's Challenge Program for our middle school students.



“But those who wait upon the LORD shall renew their strength. They will mount up with wings like eagles...” Isaiah 40:31

## Discipline Policy for Harassment and Bullying

### Violation

### Consequence

Caused, attempted to cause, or threatened to cause physical injury to another person, including fighting  Willfully used force or violence upon another person, except in self-defense	First Offense: <ul style="list-style-type: none"><li>• Written warning/Parent Conference</li></ul> Second Offense: <ul style="list-style-type: none"><li>• 1 to 3 day suspension/Parent Conference</li></ul> Third Offense: <ul style="list-style-type: none"><li>• 5 day suspension/Discipline Panel Review</li></ul>
Intentionally engaged in harassment or bullying: verbal, physical, or visual  Threatening, intimidating, or endangering the physical or emotional safety of another person	First Offense: <ul style="list-style-type: none"><li>• Written warning/Parent Conference</li></ul> Second Offense: <ul style="list-style-type: none"><li>• 1 to 3 day suspension/Parent Conference</li></ul> Third Offense: <ul style="list-style-type: none"><li>• 5 day suspension/Discipline Panel Review</li></ul>
Intentionally engaged in cyber bullying: use of electronic information and communication devices to willfully harm a person through the medium of electronic devices that access the internet and other locations termed “cyber space”	First Offense: <ul style="list-style-type: none"><li>• Written warning/Parent Conference</li></ul> Second Offense: <ul style="list-style-type: none"><li>• 1 to 3 day suspension/Parent Conference</li></ul> Third Offense: <ul style="list-style-type: none"><li>• 5 day suspension/Discipline Panel Review</li></ul>
Harassed, intimidated, or threatened a person who is a complaining witness or a witness in a school disciplinary proceeding for the purpose of either preventing that person from being a witness or retaliating against that person for being a witness, or both	First Offense: <ul style="list-style-type: none"><li>• Written warning/Parent Conference</li></ul> Second Offense: <ul style="list-style-type: none"><li>• 1 to 3 day suspension/Parent Conference</li></ul> Third Offense: <ul style="list-style-type: none"><li>• 5 day suspension/Discipline Panel Review</li></ul>
Engaged in, or attempted to engage in hazing	First Offense: <ul style="list-style-type: none"><li>• Written warning/Parent Conference</li></ul> Second Offense: <ul style="list-style-type: none"><li>• 1 to 3 day suspension/Parent Conference</li></ul> Third Offense: <ul style="list-style-type: none"><li>• 5 day suspension/Discipline Panel Review</li></ul>