



At Emereau, we illuminate to embark; we investigate to discover; we innovate to transform; we cultivate to sustain; we celebrate to thrive - realizing the potential within us - we graduate.  $E=i^3c^2g!$

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## **Emereau Bladen Charter School**

### **Bullying, Harassment, and Cyberbullying Policy**

#### **Effective Date:**

**Purpose:** Emereau Bladen Charter School is committed to providing a safe, supportive, and respectful learning environment for all students. This policy aims to prevent, address, and resolve incidents of bullying, harassment, and cyberbullying in the academic environment.

**Scope:** This policy applies to all students, staff, volunteers, and visitors of Emereau Bladen Charter School, both on school grounds and during school-related activities, including online interactions.

#### **Definitions:**

**Bullying:** Bullying is any unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated, over time. Bullying can include actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

**Harassment:** Harassment is any unwelcome conduct based on race, color, religion, sex, national origin, age, disability, or any other protected status that creates a hostile, intimidating, or abusive environment. It can include, but is not limited to, verbal abuse, physical assault, and inappropriate or unwelcome comments.

**Cyberbullying:** Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. It can occur through SMS, text, apps, social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else.

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## Policy:

### 1. Prevention:

- **Education:** The school will provide training for students, staff, and parents on recognizing and preventing bullying, harassment, and cyberbullying.
- **Curriculum Integration:** Anti-bullying and harassment education will be integrated into the school curriculum through programs that promote respect, kindness, and inclusivity.
- **Environment:** The school will create a safe and welcoming environment by promoting positive behaviors and promptly addressing negative behaviors.

### 2. Reporting:

- **Reporting Mechanism:** Students, parents, and staff can report incidents of bullying, harassment, or cyberbullying anonymously or in person through the school's designated reporting system.
- **Confidentiality:** The school will maintain the confidentiality of the complainant and the respondent to the greatest extent possible.
- **Immediate Action:** Reports of bullying, harassment, or cyberbullying will be taken seriously and investigated promptly.

### 3. Response:

- **Investigation:** The school will conduct a thorough and impartial investigation of all reported incidents. This may include interviews with students, staff, and witnesses, as well as reviewing any relevant documentation or electronic evidence.
- **Intervention:** Depending on the findings, the school may implement interventions such as counseling, mediation, or restorative practices to resolve conflicts and support affected students.
- **Disciplinary Action:** Appropriate disciplinary actions will be taken against those found to have engaged in bullying, harassment, or cyberbullying. Disciplinary measures may include detention, suspension, or expulsion, depending on the severity of the incident.

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#### 4. Support:

- **Victim Support:** The school will provide support services to victims of bullying, harassment, or cyberbullying. This may include counseling, academic support, and safety plans.
- **Perpetrator Support:** The school will also offer support and educational services to students who engage in bullying behaviors to address underlying issues and promote positive behavior change.

#### 5. Monitoring and Review:

- **Data Collection:** The school will maintain records of all reported incidents of bullying, harassment, and cyberbullying and monitor trends to inform future prevention efforts.
- **Policy Review:** This policy will be reviewed annually and updated as necessary to ensure its effectiveness and relevance.

#### 6. Communication:

- **Policy Distribution:** This policy will be communicated to all students, parents, staff, and volunteers at the beginning of each school year and will be available on the school's website.
- **Ongoing Communication:** Regular updates and reminders about the policy and reporting mechanisms will be provided through school calls, emails, newsletters, Dojo or Remind 101 apps, assemblies, and staff meetings.

**Contact Information:** For questions or concerns regarding this policy, please contact the school administration at:

- Phone: (910) 247-6595
- Email: pollyhancock@emereau.org
- Address: PO Box 547, Elizabethtown, NC 28337

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Board Approved/Reviewed: Jan. 13, 2026

Signature: [Handwritten Signature]

Title: Board of Directors Chair

Agent of EmerEAU Bladen Charter School

Signature: Polly M. Hancock

Title: Executive Director