

Mosaic Montessori Academy Bullying Policy

Revised: February 9, 2023

Mosaic Montessori Academy aims to be an enriching and open environment for all students, faculty, and staff. We believe in respect, understanding, and acceptance throughout our classrooms and our building. Students and staff should feel safe when they come to school/work.

We do not tolerate any type of behavior that is hurtful to our community. This includes any form of harassment, intimidation, or bullying to students. Whether it is verbal or physical, bullying can have a harsh impact on our school environment. Bullying is contrary to Illinois State Law and the policy of our school district.

Bullying, including “cyberbullying”, is defined under 105 ILCS 5/27-23.7, as “any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

- 1) placing the student or students in reasonable fear of harm to the student’s or students’ person or property
- 2) causing a substantially detrimental effect on the student’s or students’ physical or mental health
- 3) substantially interfering with the student’s or students’ academic performance
- 4) substantially interfering with the student’s or students’ ability to participate in or benefit from the service, activities, or privileges provided by a school.”

Bullying can take many forms, which include, but are not limited to:

harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.



It may also take the form of “cyberbullying,” which includes, but is not limited to:

harmful electronic communication, impersonation of another individual through an online webpage or weblog, or posting of information that falls under the definition of bullying as defined in this policy.

“Cyber-bullying” means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photo-optical system, including without limitation electronic mail, internet communications, instant messages, or facsimile communications. “Cyber-bullying” includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section. “Cyber-bullying” also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Section.

Bullying goes against state law and the policies that have been set by Mosaic Montessori Academy. In the event of reported cases of bullying, Mosaic Montessori Academy will take the appropriate actions to handle the situation and those affected.

If bullying occurs, the affected person may contact the school director via email (ms.maria@mosaicmontessori.org) or phone number (708-834-3099). They may also contact the complaint manager (Ranier Ramos) at info@mosaicmontessori.org or by phone at (708)-834-3099. Reports will be kept confidential and taken seriously. In the event that the victim is not comfortable talking with the director, they may contact another member of the MMA staff, who will appropriately follow the bullying policy procedure, or submit an anonymous report. Those that report bullying will not be reprimanded for their actions.

Following a report, the director will get in touch with the bully, as well as the parents/guardians of the bully. The director will also be in touch, separately, with the victim and their parents/guardians. The director will listen to both sides of the situation and make a decision as to how the situation will be handled. This decision will be made by the director within 10 school days after the report.



If it is deemed appropriate and necessary, the director will arrange for the affected individuals to receive counseling or other social services. The director also reserves the right to remove the bully from the school environment if the bullying incident is severe.

Mosaic Montessori will keep record of any bullying that occurs within the school area, including, but not limited to:

- 1) the frequency of victimization
- 2) student, staff, and family observations of safety at the school
- 3) areas of the school where bullying occurs
- 4) types of bullying that occur
- 5) bystander intervention or participation
- 6) any other reported information that may be helpful in lessening the amount of bullying that occurs

If the act of bullying is so severe that it goes beyond school policy or if bullying occurs frequently, MMA staff will reach out to the appropriate organization to handle the matter (ex: River Forest PD).

Mosaic Montessori will also be sure to monitor the environment following any bullying incidents. Acts of retaliation will not be tolerated and will result in a meeting with the school director. This policy prohibits retaliation and false reporting.

To prevent and address bullying, Mosaic Montessori has deliberately placed interventions. Since we are a preschool-age school, these interventions include actions such as monitoring and talking about feelings, social-emotional skill building within the classroom, and talking with parents if necessary.

This bullying policy aligns with the views and other policies of the Mosaic Montessori Academy. We aim to create a welcoming environment in which students and staff feel safe each day and hope that the guidelines set forth here will aid in doing so. This policy is not intended to infringe upon free speech and religion and is consistent with federal and state laws and rules governing student privacy rights. It includes procedures for promptly informing parents and/or guardians of all students involved in alleged incidents of bullying and discussing, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.





Changes made to the policy will be distributed to students, parents, and staff on an annual basis. An up-to-date copy of the policy can also be found on our website, www.mosaicmontessori.org. Individuals may contact the school's director, Maria Carandang-Ramos, with any questions or concerns.

Please note that this policy is based on the engagement of a range of school stakeholders, including students and parents/guardians. Those who wish to submit feedback may do so via phone or email. A policy evaluation process is conducted yearly to assess the bullying policy as it currently exists. This process compiles data of any reports written regarding bullying and involves feedback from teachers, school families, and board members. The school (MMA) maintains a record of this information and it is readily available to families who request it. Included in this information is important data such as the frequency of victimization, school safety regarding bullying, and types of bullying. MMA also provides a copy of the bullying policy to parents on a yearly basis and makes adjustments when necessary to maintain the highest level of safety for our students.

