



## Mosaic Montessori Academy Bullying Policy

Drafted: February 14, 2020

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, 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 through social media that falls under the definition of bullying as defined in this policy.

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 ([info@mosaicmontessori.org](mailto:info@mosaicmontessori.org)) or phone number (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 Academy 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, Mosaic Montessori Academy staff will reach out to the appropriate organization to handle the matter (e.g. River Forest PD).

Mosaic Montessori Academy 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 bullying policy aligns with the views and other policies of 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.

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](http://www.mosaicmontessori.org). Individuals may contact the school director with any questions or concerns.

