

# **ALPINE ACADEMY**

## ANTI-BULLYING POLICY

August 2021

Alpine Academy defines “bullying” (including “cyber bullying”) 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; or
- 4) Substantially interfering with the student’s or students’ ability to participate in or benefit from the services, activities, or privileges provided by Alpine Academy.

Bullying may take various forms, including without limitation one or more of the following: 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. This list is meant to be illustrative and non-exhaustive.

Alpine Academy believes that all students have a right to a safe and healthy school environment. The academic, clinical, and residential communities have an obligation to promote mutual respect, tolerance, and acceptance. Alpine Academy is a division of Utah Youth Village, and this policy aligns with the adopted policies and procedures of Utah Youth Village, found at <https://s35598.pcdn.co/wp-content/uploads/2021/08/Policies-and-Procedures-August-3-2021.pdf>. (See pages 6-8, 40-42, 51-55, 71-75, 92-94, 98-100, 107, 115-124)

Bullying, in any form, is contrary to the policies of Alpine Academy and placing school districts, as well as Utah State Law (See Utah Code 53G-9-6), and Illinois State Law (see 105 ILCS 5/27-23).

Alpine Academy will not tolerate behavior that infringes on the safety of any student.

***A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; digital or electronic harassment; and social isolation or manipulation. Making false reports or accusations will also be considered bullying and an act of harassment.***

Alpine Academy expects students and/or staff to immediately report incidents of bullying to the principal or director. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during any activity sponsored by Alpine Academy.

To ensure bullying does not occur, Alpine Academy will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build the school's capacity to maintain a safe and healthy learning environment.

Teachers will discuss this policy with their students in their home room classes in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Students at Alpine Academy will sign a Student Code of Conduct to be followed while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

## **Procedures for Bullying Reporting**

Consistent with federal and state laws and rules governing student privacy rights, the procedures at Alpine Academy for the reporting of bullying behavior are as follows:

- Direct reports may be made to any teacher, therapist, behavioral specialist, or administrator, including but not limited to, school specialists, home supervisor, therapist, clinical director, academic director, director of operations, or executive director.
- Anonymous reports can be made by filling out a grievance form or just writing a note and placing it in the drop box in the lunchroom. Additionally, you may contact Alpine Academy's Director of Quality Assurance, Lynnette Daybell, at [ldaybell@alpineacademy.org](mailto:ldaybell@alpineacademy.org) or 435-833-8083
- Parents, guardians and the treatment team of any students involved in alleged bullying events will be notified by the residential supervisors, family teachers or therapists. Therapists of each student involved will also be available for and be extra aware of students involved in incidents of bullying.

## **Procedures for Bullying Investigation**

Consistent with federal and state laws and rules governing student privacy rights, any reports of bullying will be promptly investigated and addressed by the administrative team. The first part of this investigation will be to determine if the reported act falls within the permissible scope of Alpine Academy's jurisdiction. Alpine Academy will provide the victim(s) with information regarding services that are available within the Alpine Academy community and any services from their home district that are applicable. These services include counseling, support services, and psychological services.

- All reasonable efforts will be made to complete the investigation within ten (10) school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information received during the investigation about the reported incident of bullying.
- All appropriate school, residential and therapeutic staff members will be included in the investigation process.
- The Academic Director (principal) will be notified as soon as possible when a report is made.
- Consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school administrator or designee to discuss the investigation and its findings and the actions taken to address the reported incident of bullying.

## **Procedures for Bullying Intervention**

The procedures (consistent with federal and state laws and rules governing student privacy rights) for intervening in bullying behavior are as follows:

- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential. Any reprisal or retaliation against any person who reports an act of bullying is strictly prohibited. Any individual who engages in actions that are deemed to be retaliation for a bullying report will be dealt with immediately. For staff members that could be probation or termination of employment.
- Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

- Interventions that may be taken include, but are not limited to, therapeutic services and counseling, restorative measures, social-emotional skill building, psychological services, group therapy and other campus-based services.

## **Conflict Resolution Policy**

Alpine Academy believes that all students have a right to a safe and healthy school environment. Part of a healthy environment is the freedom to openly disagree. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others.

To prevent conflict, Alpine Academy will incorporate conflict resolution education and problem solving techniques into the curriculum and campus programs. This is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment

Alpine Academy will provide training to develop the knowledge, attitudes, and skills students need to choose alternatives to self-destructive, violent behavior and dissolve interpersonal and intergroup conflict.

## **Policy Evaluation Procedure**

All incidents of bullying will be reviewed on a semi-annual basis to gauge the effectiveness of the policy and interventions. This assessment will look at:

- The frequency of victimization.
- Student, staff, and family observations of safety at school
- Identification of areas of a school where bullying occurs
- The types of bullying that are common or occurring
- Bystander intervention or participation

The information developed as part of the evaluation process will be provided to school administrators, Alpine Academy board members, contracting school districts and state boards of education, school personnel, parents, guardians, and students.

## **Policy Notification Procedure**

This policy will be posted on the Alpine Academy website and in the student and parent handbooks.

All staff, students and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new student orientation, and as part of the school system's notification to parents.

## **Student Code of Conduct**

The Student Code of Conduct includes the following:

- Any student who engages in bullying may be subject to disciplinary action.
- Students are expected to immediately report incidents of bullying to the principal or director.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student feels that appropriate resolution of the investigation or complaint has not been reached, the student should contact the principal or the director. Alpine Academy prohibits retaliatory behavior against any complainant or any participant in the complaint process.
- Students are to resolve their disputes without resorting to violence.
- Students, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow students resolve problems peaceably.
- Students can rely on staff trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.
- Students needing help in resolving a disagreement, or students observing conflict may contact an adult or peer mediators.
- Students involved in a dispute will be referred to a conflict resolution or peer mediation session with trained adult or peer mediators. Staff and mediators will keep the discussions confidential.
- Conflict resolution procedures shall not supplant the authority of staff to act to prevent violence, ensure campus safety, maintain order, and discipline students.