



Lower School Bullying Policy

The Haverford School recognizes that students should have a safe, positive learning environment and that bullying and cyberbullying will not be tolerated.

Definition of bullying

Unwelcome behavior directed against a student by another student or group of students which is found to be:

- Intentional and repeated over time
- Intended to insult, ridicule, humiliate, or intimidate another a student
- Harmful physically or emotionally to a student or students

Examples of bullying behavior:

Written – unwelcome notes, or written messages

Cyber – bullying electronically: blog, email, text message, web page

Verbal – unwelcome comments, name calling, teasing

Visual – unwelcome gestures (bodily, pictures, drawings)

Exclusion – behavior that makes students feel unwelcome

Physical – unwelcome actions that create an environment that is harmful to the health and well being of a student.

Disruptive – interferes, intimidates, or threatens other students.

Retaliation – threats or actions to get back students because of a complaint or for being a participant in the complaint process.

Guidelines and procedures

Speak-up! Be an advocate against bullying – The Haverford School encourages students in the Lower School to follow the Honor Code by using respect, honesty, and courage. **Students who are being bullied** must first be clear and say “**STOP**” to the boy or boys who are exhibiting unwelcome behavior.

Complaint procedure

Reporting is not tattling if students have been warned to “**STOP**.” If the unwelcome behavior continues after the student(s) is warned to “**STOP**,” the **boy being bullied** should report it by telling at least two adults – a teacher and someone at home.

Students who witness bullying should exhibit respect, honesty, and courage by telling those who are bullying to “**STOP**.” If the unwelcome behavior continues after the student(s) is warned to “**STOP**”, the student who witnessed the bullying should report it by telling at least two adults – a teacher and someone at home.

Teachers who witness bullying should ask students involved to “**STOP**.” Teachers with information about bullying at school will begin a mediation process and contact the parents of students involved.

Parents who have information about bullying should find out if their son asked the other student to “**STOP**,” and if he notified a teacher. After asking their son’s these questions, parents should contact their son’s teacher.

Contacting the School

It is critical that parents who have information about bullying behavior contact the School as soon as possible. Calling your son’s teacher to share information is a recommended first step. Parents may also contact the Dean of Students, or the Head of Lower School:

Mr. Jay Brown

Lower School Dean of Students

Phone: [610-642-3020](tel:610-642-3020) x1333

Email: jbrown@haverford.org

Dr. Pam Greenblatt

Head of Lower School

Phone: [610-642-3020](tel:610-642-3020) x1230

Email:

pgreenblatt@haverford.org

The Dean of Students will take the responsibility for investigating any unwelcome behavior reported by students, teachers or parents. The Dean of Students is responsible for contacting the parents of students who are the targets of bullying, and those students being investigated.

The **Head of the Lower School** and the **Dean of Students** will follow-up with students, and parents to monitor behavior patterns, and review the Discipline Database on the School network to look for trends requiring follow-up or further investigation.

Disciplinary Action

All incidents of bullying will result in appropriate consequences at the discretion of the Head of the Lower School and the Dean of Students. Repeated bullying will result in a mandatory in-school suspension, and parent conference with additional consequences at the discretion of the Head of the Lower School.