



## **Anti-Bullying Policy**

At Rivendell School we define bullying to be any pattern of behavior that is intended to coerce, intimidate, or cause physical, mental, or emotional harm to any student. Bullying can take the form of written, oral, or electronic expression, as well as physical acts or gestures. Bullying includes, but is not limited to, expressions, acts, or gestures directed toward a student on the basis of race, color, religion, gender, national origin, disability, genetic information, sexual orientation, or academic performance. While any particular negative interaction between students might not necessarily be defined as bullying, we reserve the right to determine whether individual acts, gestures, or expressions should be responded to as cases of bullying and Rivendell shall at its sole and absolute discretion determine if it believes such conduct constitutes bullying.

The faculty, staff, and board at Rivendell School recognize the negative impact that bullying has on student health, welfare, and safety, as well as on the learning environment of the school. Bullying is prohibited at Rivendell School and at all school-sanctioned events and activities, whether the school-sanctioned events and activities occur on or off school grounds. All Rivendell School employees and volunteers have the responsibility of reporting potential cases of bullying to the Headmaster of the school. The Headmaster reserves the right to determine the appropriate response to instances of bullying in order to maintain a learning environment free from bullying. Responses may include, but need not be limited to, student suspension, student expulsion, school-wide assemblies for students, or training for employees designed to recognize and discourage bullying in all its forms.