



EAGLE ANNOUNCEMENT

Ankeny Christian Academy recognizes and upholds the State of Iowa policy on bullying/harassment. Below is our updated policy to provide clarity on how the school will address bullying and/or harassment.

Bullying/Harassment Policy Statement of Policy

Ankeny Christian Academy intends to provide its employees and students with a safe Spirit-filled environment, one that is free from offensive kinds of behavior. All school employees, volunteers, and students are expected to conduct themselves with respect for the dignity of others. This expectation is consistent with our understanding with the Biblical teaching that all people are created in the image of God and are worthy of respect. Bullying and harassment of employees, volunteers, and students will not be tolerated at Ankeny Christian Academy. Ankeny Christian Academy includes the school facilities, school premises, and non-school property if the employee or student is participating in any school sponsored, school approved, or school related activity or function, such as field trips or athletics events where students are under the supervision of the school or where the employee is engaged in school business.

Some situations, such as online behavior, may originate off-site. While the school will ordinarily not become involved in off-site behavior, as student off-site behavior is primarily the responsibility of parents, if the behavior has a substantial impact on a student's academic performance or an employee's job performance, there may be cause for disciplinary action on the part of the school.

School employees, volunteers, and students shall not engage in reprisal, retaliation, or false accusation against a target, witness, or an individual who has reliable information about an act of harassment or bullying. School employees, volunteers, parents, and students are expected to act in a timely and responsible manner to prevent, report, and facilitate investigation of suspected harassment and bullying.

Definitions

Bullying and harassment are defined as any repeated electronic, written, verbal, or physical act or conduct toward an individual, based on an imbalance of power, which is:

- Based on any actual or perceived trait or characteristic of the individual, and
- Creates an objectively hostile school environment that meets one or more of the following conditions:
 - Places the individual in reasonable fear of harm to the student's person or property,
 - Has a substantially detrimental effect on the individual's physical or mental health, or substantially interferes with the student's academic performance,
 - Has the effect of substantially interfering with the individual's ability to participate in or benefit from the services, activities, or privileges provided by the educational program

The following activities, absent substantial aggravating factors, occurring inside or outside the classroom, do not constitute harassment or bullying:

- Discussion and debate concerning issues important to the Christian faith and the development of a Christian worldview.
- Isolated "mean moments" which are not repeated. While this kind of behavior is not appropriate, it would not fall under the category of bullying/harassment.
- Conflict/Disagreement between two or more individuals in which both sides play an equal (or relatively equal) role. While this kind of behavior may be inappropriate, it would not fall under the category of bullying/harassment.

Reporting

Suspected incidents of harassment and bullying should be reported to the administrative team in a timely manner. The administrative team is responsible for receiving reports and ensuring the bullying and harassment policy is implemented.

Investigation

Suspected incidents of bullying and harassment will be promptly and thoroughly investigated by the administrative team. Investigators will consider the totality of the circumstances presented in determining whether conduct objectively constitutes harassment or bullying under this policy.

Consequences for Violators

Individuals responsible for conduct in violation of this policy will be subject to consequences and remedial action, as determined by school administration.

Publication

This policy shall be published annually in the ACA Handbook.

Relevant Forms

[Bullying/Harassment Complaint Form](#)

[Witness Disclosure Form](#)



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