



## **ACE MENTOR PROGRAM OF AMERICA, INC.**

### **ANTI-BULLYING POLICY**

#### **Statement of Intent**

The ACE Mentor Program is committed to providing a caring, friendly and safe environment for all the students. Bullying of any kind is unacceptable.

#### **WHAT IS BULLYING?**

Bullying is defined as "unwanted negative behavior, verbal, psychological or physical conducted by an individual or group against another person (or persons) and which is repeated over time".

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions or threatening gestures).
- Physical – pushing, kicking, hitting, punching or any use of violence, racial taunts or gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumors, teasing.
- Cyber – all areas of internet, such as emails & internet chat rooms misuse. Mobile phone text messaging & calls. Misuse of camera phones & video facilities.

#### **Policy Objectives**

- All volunteers and students should understand what behavior is considered bullying.
- All students and parents should know what the policy is on bullying and what they should do if bullying arises.
- ACE takes bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

#### **Procedures**

1. Report bullying incidents to the team leader.
2. The bullying behavior or bullying threats will be investigated and stopped quickly.
3. In serious cases, suspension or even exclusion will be considered.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.