

ALTERNATIVE HIGH SCHOOL ANTI-BULLYING POLICY

POLICY

Jobworks Employment Education Programs Inc. (“Jobworks”) recognizes that any form of bullying is harmful to the physical and mental well-being of an individual and affects social and educational development. Jobworks will not tolerate any form of bullying. Jobworks supports the collaboration with parents/legal guardians and other community organizations to ensure that the learning environment is safe, comfortable, and free from bullying.

GUIDELINES

To support a learning environment free of bullying, the Alternative High School program will:

- Follow discipline protocols to address bullying related incidences.
- Refer to outside agencies for support and information.
- Work with parents/legal guardians.
- Use good judgment when dealing with incidences related to bullying. Staff has the right, under the *Manitoba Public School’s Act*, to act as a wise and judicious parent and will ensure that all students are provided equal opportunity to learn in a safe and non-threatening environment.

PROCEDURES

The Anti-Bullying Policy of the Alternative High School program prohibits all forms of bullying on school property, while traveling to and from school activities/events, and while offsite for school activities/events.

The Alternative High School program will respond in the following manner to bullying:

- Ask the student to leave the class for an Informal Interview with school staff and/or administrator(s)/appropriate personnel to discuss the incident.
- Ask the student to leave for the remainder of the day. This will result in either one or two unexcused absences depending on the time of day the incident occurs.
- Contact a parent/legal guardian.
- Arrange a Formal Interview with school staff and/or administrator(s)/appropriate personnel, the student, and a parent/legal guardian to discuss the situation and consequences. The student will not be permitted to return until the Formal Interview has taken place.

In addition to the above, the Alternative High School program may also respond to bullying in the following ways:

- Suspend the student. Conditions of return are determined by Alternative High School program staff and/or administration.
- Refer the student to attend an external program and/or counseling.
- Ask the student to leave the Alternative High School program.
- Expel the student.
- Invoke any other consequences/recommendations deemed appropriate by Alternative High School program staff and/or administration.

*** Students who refuse to discuss the situation will be asked to leave the Alternative High School program immediately. ***