

Anti Bullying and Harassment Policy

“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear. And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.” Ephesians 4:29-32

Elm Grove Lutheran School is committed to providing a Christian learning environment including a safe atmosphere for all students, teachers, administrators and employees. The Board of Christian Education and Administration of Elm Grove Lutheran School will take immediate disciplinary action based on any perceived or actual harassing/bullying behaviors that are directed toward our students, staff or any member serving as a volunteer. Disciplinary action may include detention, suspension, expulsion, and/or referral to law enforcement authorities.

Harassment and Bullying is defined as any Electronic, Verbal, or Physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets at least one of the following conditions.

- Places a student in reasonable fear of harm to the student’s person or property;
- Has a substantially detrimental effect on the student’s physical and mental health;
- Has the effect of substantially interfering with the student’s academic performance;
- Has any other effect of substantially interfering with the student’s ability to participate in or benefit from services, activities, or privileges offered by Elm Grove Lutheran.

Harassment and Bullying may include but are not limited to the following behaviors

- Verbal, nonverbal, physical or written harassment, bullying or hazing that has the purpose of causing injury, discomfort, fear or suffering of the victim;
- Repeated remarks of a demeaning nature that has the purpose of causing injury, discomfort, fear or suffering of the victim;
- Implied or explicit threats concerning a student’s grades, achievements, property, etc.. nature that has the purpose of causing injury, discomfort, fear or suffering of the victim;
- Demeaning jokes, stories or activities that has the purpose of causing injury, discomfort, fear or suffering of the victim;
- Interference with a student’s performance or creation of an intimidating, offensive or hostile learning environment.