

# TOTAL EDUCATION ABIDING IN CHRISTIAN HOMES

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T.E.A.C.H.  
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## T.E.A.C.H. ANTI- BULLYING POLICY

Instituted 2022

T.E.A.C.H, as a Christian homeschool support group, is committed to providing each family, parent and student a caring, responsive, and safe environment that is free of conflict, bullying and violence. Our support group, including C.L.A.S.S. Day, Choir and other activities, works to ensure that all students have the opportunity and support to develop to their fullest God-given potential and share a personal and meaningful bond with people in the homeschool community.

**RATIONALE:** To instill biblical principles/values and create a more loving environment, T.E.A.C.H. has adopted this policy. From time to time, conflict can occur. T.E.A.C.H. realizes that while bullying may occur, it is never acceptable. We have zero tolerance for such conduct and consistent with this policy, a true violation will result in appropriate disciplinary action. We seek to implement a clear framework for dealing with bullying incidents in order to protect our students/families and help the bully to learn how to relate in a way that is in line with Biblical standards.

Our response to bullying is based on the pattern of relating to one another found in the Bible. God intended for us to live in a way that acknowledges differences and accepts others because we are all made in God's image. Biblical illustration of relationships: John 15:12- "My command is this: Love each other as I have loved you." And the Matthew 18 Principle:

*Because of our human nature, we may at times irritate others, resulting in misunderstandings or strong disagreements. In Matthew 18:15-17, Jesus gives His formula for solving person-to-person problems. I call it "the Matthew 18 principle" for solving school problems. The following are the words of Jesus: "Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother. But if he will not hear, take with you one or two more, that 'by the mouth of two or three witnesses, every word may be established.' And if he refuses to hear them, tell it to the church. But if he refuses even to hear the church, let him be to you like a heathen and a tax collector."*

If bullying occurs and after steps listed below are followed, the student and/or parents are unable to correct the behavior and achieve a positive resolution, membership may be reviewed by the Board of Directors to determine whether it is appropriate for the family to continue as active members of T.E.A.C.H.

In order to be considered bullying, the behavior must be aggressive and include:

- **An Imbalance of Power:** Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

There are four types of bullying:

- **Verbal bullying** is saying or writing mean things. Verbal bullying includes:
  - Teasing
  - Name-calling
  - Inappropriate sexual comments
  - Taunting
  - Threatening to cause harm
  
- **Social bullying**, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
  - Leaving someone out on purpose
  - Telling other children not to be friends with someone
  - Spreading rumors about someone
  - Embarrassing someone in public
  
- **Physical bullying** involves hurting a person's body, possessions or any other act that causes physical harm. Physical bullying includes:
  - Hitting/kicking/pinching
  - Spitting
  - Tripping/pushing
  - Taking or breaking someone's things
  - Making mean or rude hand gestures
  
- **Cyber-bullying**
  - Messages through social media or emails that bully
  - Sharing pictures through email or internet that are degrading to another
  - Spreading false information/hurtful rumors through the use of electronic tools
    - Don't respond to and don't forward cyber-bullying messages.
    - Keep evidence of cyber-bullying. Record the dates, times, and descriptions of instances when cyber-bullying has occurred. Save and print screenshots, emails, and text messages. Use this evidence to report cyber-bullying to web and cell phone service providers.
    - Block the person who is cyber-bullying.
    - Report cyber-bullying to law enforcement

Administrators or those in leadership will follow these Action Steps:

- Intervene immediately without physical restraint if possible.
- Separate students and keep them separated.
- Make sure everyone is safe.
- Get story from several sources if possible
- Document
- Pray with the students
- Stay calm. Reassure the kids involved, including bystanders.
- Notify Parents
- Model respectful behavior when you intervene.
- Achieve a plan to correct behavior

T.E.A.C.H. CONSEQUENCES OF Bullying:

Board or Administrators will meet or message with parents or individual(s) to discuss situation and resolution.

Board has the right to remove child/parent from the activity/event/ or T.E.A.C.H. membership.

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Signature of Parent(s)

## Policy for T.E.A.C.H. **Teachers and Leaders** when Bullying situations arise

Parents, school staff, and other adults can help young children develop skills for getting along with others in age-appropriate ways.

- Model positive ways for young children to make friends. For example, practice pleasant ways that children can ask to join others in play and take turns in games. Coach older children to help reinforce these behaviors as well. Praise children for appropriate behavior. Help young children understand what behaviors are friendly.
- Help young children learn the consequences of certain actions in terms they can understand. For example, say "if you don't share, other children may not want to play with you." Encourage young children to tell an adult if they are treated in a way that makes them feel uncomfortable, upset or unhappy, or if they witness other children being harmed.
- Set clear rules for behavior and monitor children's interactions carefully. Step in quickly to stop aggressive behavior or redirect it before it occurs.
- Use age-appropriate consequences for aggressive behavior. Young children should be encouraged to say "I'm sorry" whenever they hurt a peer, even accidentally. The apology should also be paired with an action. For example, young children could help rebuild a knocked over block structure or replace a torn paper or crayons with new ones.

In situations where bullying/fights/mistreatment occurs at T.E.A.C.H. events, the teacher or responsible adult should follow the protocol set forth in this document.

### **Bullet Points for handling bullying situation at events or among members of T.E.A.C.H.**

- Intervene immediately.
- Separate students and keep them separated.
- Make sure everyone is safe.
- Get story from several sources if possible
- Document
- Pray with the students
- Stay calm. Reassure the kids involved, including bystanders.
- Notify Parents
- Model respectful behavior when you intervene.
- Achieve a plan to correct behavior

If situation needs Board attention or intervention, please **contact a Board member** immediately. The Board will review the issue and proceed with the outlined consequences.