



Sarodgini Private Elementary School

Harassment, Intimidation, and Bullying (HIB) Policy

2025 Edition

Our Commitment

At Sarodgini Private Elementary School, we believe that every child has the right to a safe, respectful, and inclusive learning environment. Harassment, intimidation, and bullying (HIB) will not be tolerated. We are committed to promoting kindness, empathy, and positive interactions among all members of our school community.

Conflict vs. Bullying

It is important to understand the difference between normal conflict and bullying. - Conflict is a disagreement between students with equal power. It is a natural part of development and can often be resolved with adult guidance.

- Bullying is one-sided and involves an imbalance of power. It is intentional, repeated behavior meant to harm, intimidate, or exclude another student emotionally, physically, or socially.

Types of Bullying

Bullying can take several forms, including:

- Verbal: Name-calling, teasing, threatening, or making hurtful comments.
- Psychological/Social: Spreading rumors, excluding others on purpose, or manipulating friendships.

- Physical: Hitting, pushing, kicking, spitting, or stealing belongings.
- Cyberbullying: Sending hurtful messages or sharing harmful content through digital devices, including phones, tablets, or computers.

The Impact of Bullying

Bullying can have long-lasting effects on children, such as:

- Lower self-esteem and confidence
- Anxiety, sadness, or depression
- Difficulty concentrating and poor academic performance
- Physical symptoms like headaches or stomach aches
- Withdrawal from school activities or social settings

Expectations for Behavior

All students are expected to:

- Treat others with kindness and respect
- Speak up if they see or experience bullying
- Ask for help from a teacher or trusted adult if they feel unsafe

All staff members are expected to:

- Model respectful behavior at all times
- Take all reports of bullying seriously
- Intervene promptly and report incidents following school procedures

Reporting and Investigation

If a student, parent, or staff member witnesses or experiences bullying, they should report it to the school administrator or teacher. We have a simple and age-appropriate Incident Report Form

available in the school office and on our school website.

- All reports will be taken seriously and investigated promptly.
- We will notify the families of the students involved within two school days.
- Investigations will typically be completed within five school days.
- Outcomes will be communicated to families in writing or in person, along with any steps taken to ensure student safety and well-being.

Interventions and Consequences

Intervention strategies may include:

- Discussions and restorative conversations
- Counseling or emotional support
- Parent meetings
- Behavior support plans
- Age-appropriate consequences or disciplinary actions

Our goal is not only to stop the harmful behavior but also to teach better choices and promote a safe and welcoming school culture.

Support for Students with IEPs or 504 Plans

If a student with an Individualized Education Plan (IEP) or 504 Plan is involved in a bullying incident, we will hold a team meeting to evaluate whether the bullying affected the student's access to education and determine additional support as needed.

Retaliation and False Reports

- Retaliation against anyone who reports bullying or participates in an investigation is strictly prohibited and will result in appropriate action.

- Knowingly making a false report is also prohibited and may lead to consequences, but students who report in good faith will always be supported.

Compliance and Training

Our school administrator serves as the HIB Compliance Officer. This person is responsible for ensuring that this policy is followed and that training is provided for all staff and volunteers annually. We provide students with regular social-emotional learning activities, discussions, and resources to help them develop kindness, empathy, and conflict-resolution skills.

Let's Work Together

Preventing bullying is a shared responsibility. We encourage parents to talk regularly with their children about kindness, standing up for others, and speaking to trusted adults if they feel uncomfortable. Together, we can ensure Sarodgini Private Elementary School remains a joyful, respectful, and safe place to learn and grow.