



## RHHS ANTI Bullying Policy

Rafic Hariri High School is committed to providing a safe, nurturing, and inclusive environment for all students. This policy establishes the school's stance against bullying and outlines procedures to ensure all community members are treated with dignity and respect. It serves as a guide for prevention, intervention, and response to bullying incidents within the RHHS community.

### 1. What is Bullying?

Bullying occurs when an individual or group misuses power to intentionally and repeatedly harm others. It can manifest in different forms, including:

- Physical bullying: Hitting, pushing, damaging property.
- Verbal bullying: Name-calling, mocking, offensive remarks.
- Emotional bullying: Spreading rumors, isolating others, intimidation.
- Cyberbullying: Harmful behavior using technology or social media.
- Racist or religious bullying: Targeting based on race or religion.
- Sexist or disablist bullying: Based on gender, identity, or disability.

### 2. Signs and Impact of Bullying

Bullying may lead to academic, behavioral, or emotional difficulties for victims. Warning signs include:

- Academic decline, withdrawal, reluctance to attend school.
- Damaged belongings, unexplained injuries.
- Social isolation, mood or personality changes.



### 3. Why Do People Bully?

Bullying may stem from various causes, such as:

- Desire to assert dominance or appear powerful.
- Low self-esteem or personal challenges.
- Learned behavior from being previously bullied.

### 4. Important Clarifications

- Bullying vs. Conflict: Conflict is a disagreement between individuals; bullying is intentional and one-sided.
- Harassment vs. Bullying: Harassment targets protected classes and can constitute a legal matter.
- Cyberbullying: Students are educated on responsible and respectful digital citizenship.
- Adult Awareness: Bullying often occurs out of sight; students are encouraged to report incidents immediately.

### 5. RHHS Response to Bullying

When bullying is suspected or reported, RHHS will respond promptly and appropriately through the following steps, even if the act occurs only once.

1. Recognize the incident: Identify physical, verbal, emotional, or cyberbullying.
2. Ensure immediate safety: Protect the individuals and remove them from harm.
3. Gather information: Document details including time, place, individuals involved, and nature of incident.
4. Report on the incident: Notify the appropriate authority (teacher, supervisor, counselor, HOD, ..).
5. Conduct investigation: Interview involved parties and witnesses, assessing patterns or isolated behavior.
6. Take appropriate action: Apply educational, counseling, or disciplinary measures as required.
7. Follow-up: Monitor progress and ensure there is no retaliation.



8. Promote a positive culture: Reinforce respect, empathy, and inclusion through ongoing initiatives.

## 6. Progressive Disciplinary Actions for Bullying

RHHS has established a range of disciplinary actions to address bullying, even if the act occurs only once. While the actions are presented progressively, the school reserves the right to apply any measure at any stage, depending on the severity, impact, and frequency of the behavior.

### 1. Preventive & Educational Measures

- Awareness sessions: Students may be required to watch videos on empathy, respect, kindness, or citizenship.
- Restorative conversation: A guided dialogue between the student who caused harm and the student affected (if appropriate) to encourage accountability and understanding.

### 2. Initial Disciplinary Responses

- Verbal Warning: A clear statement of unacceptable behavior and expectations for improvement, formal apology or reflective letter to the student(s) affected.
- Written Warning: A documented notice communicated to both parents and the student, formal apology or reflective letter to the student(s) affected.

### 3. Corrective Interventions

- Counseling sessions: Time with the school counselor to address underlying issues such as anger management, self-esteem, or social skills.
- Behavior contract: A written agreement with clear expectations and a monitoring plan for progress.
- Community service within school: Positive contribution to the school community as a form of making amends.

### 4. Stronger Consequences



- Loss of privileges: Restriction from extracurricular activities, events, or school outings.
- Temporary removal from class: Short-term exclusion while still completing academic work.
- Suspension: In-school or out-of-school suspension for repeated or serious incidents.

## 5. Final Measures

- Probation: Close monitoring over a defined period with clear expectations for improvement of behavior.
- Expulsion: In severe or repeated cases, permanent removal from RHHS.
- Referral to external authorities: When actions include illegal activities (e.g., assault, cybercrime).

## 7. Key Considerations

- Confidentiality: Ensure privacy for all parties involved.
- No Retaliation: Protect those who report bullying in good faith.
- Fairness: Apply policies consistently and without bias.

## 8. Conclusion

RHHS is dedicated to fostering a supportive and inclusive environment. We encourage all community members to report bullying and work collectively to create a safe and respectful school culture.

## Appendix A: Guidance for Parents and Guardians

### If Your Child is Being Bullied:

1. Listen and provide reassurance.
2. Engage RHHS staff for support.
3. Collaborate to create an action plan.

### If Your Child Witnesses Bullying:



1. Encourage them to stand against bullying by reporting.
2. Create a safe reporting strategy with school staff.
3. Reinforce empathy and kindness.

**If Your Child is Bullying Others:**

1. Recognize that the behavior can change.
2. Understand underlying causes and address them.
3. Teach empathy, responsibility, and set clear behavioral expectations.

**This policy is reviewed and updated annually to ensure it remains responsive to the school's needs and evolving best practices.**