

LRMS has determined that a safe, civil, and supportive environment in school is necessary for students to learn and thrive. In order to maintain that environment, acts of bullying, cyber-bullying, discrimination, harassment, hazing, or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited. We strive to assist students in gaining the emotional and social skills they need to thrive in a peaceful school environment.

This policy shall be disseminated annually to all school staff, students, and parents. This policy shall cover employees, employees' behaviors, students and students' behaviors while on school property, at any school-sponsored activity, or on school-provided equipment or transportation. If the act takes place off school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student or students and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

## **BULLYING, INTIMIDATION, HARASSMENT, OR FIGHTING**

An act that substantially interferes with a student's educational benefits, opportunities, or performance, and the act has the effect of:

- Physically harming a student or damaging a student's property;
- Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
- Causing emotional distress to a student or students; or
- Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, gender, , sexual orientation or identification, age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment.

**Cyber-bullying** - A form of bullying undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices, text messaging, emails, social networking sites, instant messaging, videos, websites or fake profiles.

**Hazing** - An intentional or reckless act by a student or group of students that is directed against any other student(s) that endangers the mental or physical health or safety of the student(s) or that induces or coerces a student to endanger his/her mental or physical health or safety. Staff and other employees of the school district shall not encourage, permit, condone or tolerate hazing activities.

**Physical Harm** - Intentionally touching or striking another person against the will of the other.

**Fighting** - Any physical conflict involving two or more individuals.

## **RETALIATION**

LRMS encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of LRMS to promptly and thoroughly investigate such reports. LRMS prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.



## **STUDENT PROGRESSIVE DISCIPLINE POLICY**

Family notification will occur at every discipline level. Disciplinary action must be progressive, moving from one phase to the next, except in severe cases like those listed in the paragraph titled "Expulsion."

**1. Counseling/Education** - Guides and staff routinely engage in counseling and peace education for a variety of age appropriate infractions.

**2. Recess Detention** - If a student engages in repeated or serious antisocial behavior the teacher or staff member may ask them to sit aside for as many minutes as they are old (three year olds may sit aside for as many as three minutes). Students may lose the privilege of participating in recess time or other enrichment activities if the teacher is concerned that they may not be able to do so peacefully. In that case, students must be provided with a meaningful, non-punitive alternative.

**3. Suspension** - Suspension is defined as the temporary removal of a student from school for a violation of school policies, rules, regulations, or for interfering with the orderly operation of the school. The Leadership Team will decide on any suspension. Guides and the Director must conduct a parent conference in the event of a suspension and develop a written action plan to prevent further episodes.

**4. Expulsion** - Expulsion is denial of school attendance by the Leadership Team. Expulsion may be recommended for the remainder of the school year or for a time period determined on a case-by-case basis. Expulsion is a serious measure and shall be reserved for the following circumstances: possession of drugs, possession of weapons, brandishing any object as a weapon, physical violence, use of racial, transphobic or homophobic slurs, use of profane insults, a pattern of explicit insults, explicit violent threats, a pattern of implicit violent threats, destruction of school or personal property, sexual harassment, persistent non-violent offenses (five or more events over a semester period).

## **GUARDIAN POLICY VIOLATIONS AND COMMUNICATION**

Each member of the LRMS community has a role to play in the success of our students. As such, we expect parents and guardians to refrain from the following behaviors:

1. Any pattern of behavior that adversely affects the learning environment.
2. Illegal activities.
3. Nonpayment of tuition or tuition over 30 days late.
4. Abusive (physical or emotional) behavior by parents to other parents, children or staff.
5. Excessive tardiness and absences. Excessive truancy must be reported to the TN Department of Education in the event that a student is in violation of TN DOE attendance requirements.
6. Refusing to access healthcare resources on behalf of the child.
7. Refusal to comply with LRMS policies and procedures.

## **GUARDIAN PROGRESSIVE RESPONSE POLICY**

1. Upon enrollment, the administration and guides will work to provide the educational resources necessary for guardians to cultivate a lifestyle consistent with Montessori values and best practices.

2. Guides will coach and provide resources to parents on how to best handle situations as they arise.

3. Guides may request the help of their immediate supervisor if a guardian violates school policy. In the event that a guardian engages in abusive or criminal behavior, the teacher must immediately notify the Leadership Team, which will investigate the matter and decide on a course of action.

4. In the event that a guardian repeatedly engages in non-abusive, non-criminal policy violations the following measures shall be taken.

- a. Guides will send a written reminder to the guardian and explain why it's important that they comply with the policy.
- b. Guides will have a telephone, in-person, or video dialogue with the guardian to try and understand why the policy is being violated and attempt to coach them towards a solution.
- c. The guide will request a conference with the guardian and the Director. At the conference, the team must create a written and signed plan of action and guardians must be informed if there is the possibility that further violations of this sort could result in dis-enrollment.
- d. The Leadership Team will convene to discuss a remedy and consider dis-enrollment.

