



COLEGIO INTERAMERICANO
Anti-Bullying and Anti-Harassment Policy

REVISIONES	
DESCRIPCIÓN	FECHA
Anti-Bullying and Anti-Harassment Policy	Dec. 2018
	July 2023

Virginia Cupersmith
President of the Board of Directors

Sharon Canadine
General Director

TÍTULO Anti-Bullying and Anti-Harassment Policy	CÓDIGO DE MANUAL	FECHA Dec-6-2018	PÁGINA 1 de 4
-------------------------------------------------------	---------------------	---------------------	------------------



COLEGIO INTERAMERICANO
Anti-Bullying and Anti-Harassment Policy

Anti-Bullying and Anti-Harassment Policy

1. Policy Statement

1.1 The School is committed to a working and learning environment where people can achieve their full potential free of bullying and harassment. Appropriate action and procedures are needed to eliminate bullying and harassment, resolving complaints as swiftly and amicably as possible. School procedures, through the Discipline Committee, will also make provision for disciplinary action to be taken.

1.2 For the purposes of this Policy, references to 'the Interamericano community' includes all members of staff (including outsourced staff on campus), students, parents, visitors, and lay governors (Board and Foundation members) of the School. The School expects other relevant parties to comply with the required standards of behavior in this Policy by way of contract.

2. Definition of Bullying and Harassment

2.1 For the purpose of this Policy:

2.1.1 "A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself." (Dan Olweus, UNESCO)

Bullying includes three important components:

- It involves an imbalance of power or strength, resulting in difficulty for the target to defend.
- It involves repetitive actions over time, including patterns of relational aggression.
- It involves intentional actions with aggressive behavior that includes unwanted, negative actions.

TÍTULO Anti-Bullying and Anti-Harassment Policy	CÓDIGO DE MANUAL	FECHA Dec-6-2018	PÁGINA 2 de 4
-------------------------------------------------------	---------------------	---------------------	------------------



COLEGIO INTERAMERICANO
Anti-Bullying and Anti-Harassment Policy

2.1.2 “Harassment is defined as any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person.” (www.un.org/womenwatch/antiharassment)

- Harassment may take the form of words, gestures, or actions that tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile, or offensive work environment.
- Harassment normally implies a series of incidents.
- Disagreement on work performance or on other work-related issues is normally not considered harassment.

3. Action Against Bullying and Harassment

3.1 In deciding whether conduct constitutes bullying or harassment, the School Administration and Discipline Committee will take into account the following factors:

- The circumstances of the case;
- The alleged victim’s (or victims’) perception of the conduct;
- Whether it is reasonable for the conduct to have had the effect of bullying or harassment, based on the definition above.

3.2 It should be noted that a member of the Interamericano community is personally liable for their actions.

3.3 The School may use its own separate procedures to investigate and take appropriate actions to resolve the same allegation of bullying or harassment.

3.4 The School will take appropriate steps to deal with behavior, intentional or unintentional, that results in a breach of this Policy. The School, with the Discipline Committee, will conduct confidential and impartial investigations into allegations of bullying and/or harassment.

3.5 Disciplinary action may be taken if allegations of bullying or harassment are found to be malicious or vexatious.

TÍTULO Anti-Bullying and Anti-Harassment Policy	CÓDIGO DE MANUAL	FECHA Dec-6-2018	PÁGINA 3 de 4
-------------------------------------------------------	---------------------	---------------------	------------------



COLEGIO INTERAMERICANO
Anti-Bullying and Anti-Harassment Policy

4. Scope of Policy

4.1 This Policy applies to the Interamericano community.

4.2 Bullying and harassment can occur between any members of the community.

5. Responsibility of the Interamericano Community

5.1 All members of the Interamericano community should:

- prevent bullying and harassment by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offense;
- discourage bullying and harassment by making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop the harassment;
- understand bullying and harassment by attending training sessions and/or seeking advice from the School's counselors or other school representatives.

5.2 The School is committed to

- Taking steps to eliminate bullying and harassment.
- Taking appropriate action when it is aware that bullying or harassment may be or is taking place.
- Raising awareness to help members of the INTERAMERICANO Community identify and deal with bullying and harassment.

6. Monitoring of Bullying and Harassment Cases

6.1 The School can compile anonymous information about the number, nature, and outcome of bullying and harassment cases each academic year.

BIBLIOGRAPHY

UN (2016). Protecting Children from Bullying: Report of the Secretary-General.

UNESCO and UN Women (2016). Global guidance on addressing school-related gender-based violence.

TÍTULO Anti-Bullying and Anti-Harassment Policy	CÓDIGO DE MANUAL	FECHA Dec-6-2018	PÁGINA 4 de 4
-------------------------------------------------------	---------------------	---------------------	------------------