

Mulberry School - Bullying Policy

Mulberry School maintains a **zero-tolerance policy for bullying**, including cyberbullying. Bullying, intimidation, and harassment interfere with a child's ability to learn and a school's ability to teach.

Bullying is defined as unwanted, repetitive verbal or physical aggression. In an early childhood setting, this can include:

- Name-calling, teasing, or spreading rumors
- Purposeful exclusion
- Telling others not to play with someone
- Hitting, kicking, pushing, spitting, or tripping

Bullying is prohibited:

- During school-sponsored programs or activities
- On school property or at school events
- Through school computers, networks, or digital platforms

Protected categories include race, color, national origin, military status, discharge status, sex, sexual orientation, gender identity, age, religion, disability, pregnancy, or parenting status, homelessness, or association with any of these characteristics.

Prevention & Intervention

Staff will:

- Model positive, respectful behavior
- Set clear behavior expectations
- Monitor for aggression and bullying
- Use age-appropriate consequences
- Teach conflict resolution and kindness

Reporting & Response

Families and staff should report concerns to:

- Teachers
- Academic Coordinator
- Director

Reports can be made in person, by phone, or by email (info@mulberryschool.org).

The school will:

- Investigate promptly (within 10 school days when possible)
- Inform families of involved students
- Address the behavior with appropriate consequences

Consequences

1. **Initial incidents:** verbal warnings + documentation
2. **Repeated behavior:** family contact + team meeting
3. **Continued issues:** referred to Board of Directors; may result in suspension or dismissal

Retaliation is strictly prohibited.

Updated August 2025