

KH Academy Comprehensive Bullying Prevention Policy

Prepared By:

KH Academy Administrator

Deiija Hamilton

Date: March 12, 2025

School Address: 111 N Wabash Ave, Suite 100 Chicago, IL 60602

Phone: (708) 736-8713

Email: khscholars1@gmail.com

This document has been updated in full compliance with:- Illinois School Code (105 ILCS 5/27-23.7)- Illinois Administrative Code

Title 23, Section 1.295- Requirements of the Illinois State Board of Education (ISBE) Statement of Commitment:

Purpose

At KH Academy, we believe that a safe, supportive, and respectful learning environment is essential for student success. Bullying and bias-based behaviors undermine a child's sense of security, leading to emotional distress and academic struggles. To uphold our commitment to a culture of respect and inclusion, KH Academy enforces a strict anti-bullying policy to protect all students and provide appropriate intervention strategies.

KH Academy Statement on School Culture and Non-Discrimination

The culture at KH Academy fosters an environment of acceptance, kindness, and mutual respect among all students, staff, and families. We are committed to protecting every student

against bullying, intimidation, and harassment based on actual or perceived race, color, religion, sex, national origin, ancestry, age, physical or mental disability, sexual orientation, gender identity or expression, marital or parental status, homelessness, military status, or any other distinguishing characteristic.

Bullying is contrary to State law and the policy of the non-sectarian nonpublic school and is consistent with subsection (a-5) in regards to the right to exercise of religion. Nothing in this Section is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 of Article 1 of the Illinois Constitution.

KH Academy acknowledges that bullying or harassment based on an individual's religion or religious practices is not only contrary to our core values but also **a violation of state law**.

Under the **Illinois Human Rights Act** and the **Illinois School Code (105 ILCS 5/27-23.7)**, students are protected from bias-based behaviors and bullying that target religious beliefs, attire, customs, or practices. Additionally, the **Illinois Religious Freedom Restoration Act (775 ILCS 35/)** ensures that individuals' rights to express and observe their faith are upheld and respected within school environments.

KH Academy strictly prohibits:

- Mocking or targeting a student's religious attire (e.g., hijab, yarmulke, turban, etc.).
- Derogatory comments or behaviors aimed at religious holidays, dietary customs, or prayer rituals.
- Pressuring students to conform to or abandon religious beliefs.
- Any other behavior that creates a hostile environment based on religious identity or observance.

All reported incidents will be addressed promptly and in accordance with state law and KH Academy's anti-bullying procedures. Any student, faculty, or community member found to be engaging in religious-based bullying will face disciplinary action, up to and including expulsion or termination.

Violations of these principles will be addressed by faculty and administration in a manner appropriate to the severity and circumstances of the situation. KH Academy is dedicated to maintaining an educational environment that is free from bullying, intimidation, and harassment to ensure every student has equal access to a safe, supportive, and non-hostile learning environment.

Addressing Bullying and Bias-Based Behaviors

Bullying definition as provided in 105 ILCS 5/27-23.7:

"Bullying" includes "cyber-bullying" and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically,

directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

- (1) Placing the student or students in reasonable fear of harm to the student's or students' person or property;
- (2) Causing a substantially detrimental effect on the student's or students' physical or mental health;
- (3) Substantially interfering with the student's or students' academic performance; or
- (4) Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

"Cyber-bullying" means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. "Cyber-bullying" includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section. "Cyber-bullying" also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Section.

The Illinois General Assembly has found that a safe and civil school environment is necessary for students to learn and achieve. Bullying and bias-based behaviors can cause physical, psychological, and emotional harm, interfering with students' ability to participate in school activities. It is KH Academy's goal to ensure that all students feel safe, supported, and protected from harm.

KH Academy expects all students, parents, and staff to commit to the following principles:

- I will not bully or intentionally harm others.
- I will try to help anyone I suspect is being bullied or harmed.
- I will work to include students who are left out.
- If someone is being bullied or harmed, I will tell an adult at school and an adult at home.

We take bullying seriously and are committed to dismantling it at its roots. Each student, parent, and faculty member will receive a copy of this bullying policy. Throughout the year, KH Academy will provide educational opportunities to understand the problem at its core. These include teachable moments, historical lessons, and positive recognition of students who embody confidence, teamwork, and leadership.

Definition of Bullying

Bullying includes any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that:

1. Threatening or intimidating a student.
2. Repeatedly mocking or humiliating someone.
3. Deliberate social exclusion.
4. Spreading hurtful/harmful rumors or false information.
5. Physically harming a student or their property.
6. Cyberbullying, including using social media, messaging, or other technologies to harass, demean, or intimidate.
7. Altercations that begin off of school property and are brought back to school.

Bullying may include, but is not limited to:

- Physical aggression (e.g., hitting, kicking, pushing)
- Verbal aggression (e.g., name-calling, insults, threats)
- Social or relational aggression (e.g., spreading rumors, exclusion)
- Cyberbullying (e.g., posting harmful content on social media, texting threats)

Unacceptable Behaviors

The following actions are prohibited at KH Academy, whether they occur on or off school premises, and including any form of digital communication:

- Physical violence, pushing, shoving, or fighting.
- Verbal abuse, name-calling, insults, or slurs.
- Harassment based on race, gender, religion, disability, or any protected status.
- Spreading false information, rumors, or gossip that causes harm.
- Intimidation, extortion, or threats of any kind.
- Social exclusion or deliberate isolation of students.
- Cyberbullying via social media platforms, texting, emails, or other electronic communication.
- Posting or sharing harmful or private images, videos, or messages.
- Retaliation against a student for reporting bullying or harassment.
- Off-campus incidents that substantially disrupt the educational environment or create a hostile atmosphere upon return to school.

KH Academy takes all reports of bullying and harassment seriously, including those arising from conduct off school property, on school buses, at school-sponsored events, and on social media or other online platforms.

Prohibited Conduct

Bullying, harassment, intimidation, and retaliation are prohibited on school property, at school-sponsored events, on school buses, and through electronic communication. Conduct that originates off-campus but interferes with the school environment will also be addressed.

Students who promote, instigate, or spread information related to violent or harmful incidents—whether or not they directly participated—are also subject to disciplinary action.

Reporting Procedures

KH Academy encourages proactive reporting of any bullying or bias-based behaviors. Reports can be made through:

- **Direct Communication:** Reporting to a teacher, counselor, or administrator.
- **Written Reports:** Submission of a formal report using available forms in the main office.
- **Anonymous Reports:** Submission through the anonymous reporting box located in the school office.
- **Future Digital Reporting:** Access through the secure online reporting system coming soon!

Reporting and Investigation Procedures

- Reports of bullying can be made anonymously, orally, or in writing to a trusted adult or the designated staff member.
- Reports should include as much information as possible, including the identity of the alleged aggressor, victim, and any witnesses.
- KH Academy will begin an investigation within five (5) school days of receiving the report.
- Parents or guardians of the involved students will be notified.
- The investigation will be completed within ten (10) school days unless additional time is required.

Inquiry Form for Bullying Incidents

A standardized inquiry form is available in the office and online. Forms should be completed and submitted to administration promptly.

Investigation & Response

When a bullying report is received, KH Academy will:

1. Assess the immediate risk to student safety.
2. Notify parents/guardians of involved students within 24 hours.

3. Conduct a full investigation within 10 school days.
4. Develop a resolution plan, which may involve counseling, disciplinary action, or restorative practices.
5. Monitor the situation and provide follow-up support.
6. Maintain documentation of all reports and outcomes for accountability.

Legal Implications of Retaliation

- Retaliation against individuals who report bullying is against the law
- KH Academy will investigate all retaliation claims
- Consequences include suspension, expulsion, or law enforcement referral

KH Academy strictly prohibits any form of reprisal or retaliation against any individual who reports an act of bullying or participates in an investigation. Anyone found to have engaged in retaliation will face appropriate disciplinary action, which may include suspension, expulsion, or other remedial measures in accordance with school policy and applicable laws

Confidentiality and Retaliation Protections

- Identities of reporters and victims are kept confidential to the extent possible
- Retaliation is strictly prohibited and will result in disciplinary action

Addressing Bias-Based Behaviors

Bias-based behaviors that demean or dehumanize others due to race, religion, gender identity, sexual orientation, ability, or culture will not be tolerated. KH Academy promotes inclusion and belonging for all students. Bias-Based Behavior is any act, communication, or gesture directed toward an individual based on a protected category that is harmful, discriminatory, or harassing.

Consequences and Interventions

Consequences will be based on the severity of the behavior and include:

- Verbal Warning
- Parent Notification
- Restorative Justice Circles
- Written Warning
- Counseling Referral
- School Service Hours
- Suspension from Activities
- Mandatory Anti-Bullying Workshop

- Peer Mediation
- Expulsion Consideration
- Law Enforcement Referral
- Community-Based Support Programs

Prevention Strategies

KH Academy emphasizes prevention through:

1. School-wide anti-bullying pledge
2. Clear behavior expectations
3. Positive reinforcement
4. Mentorship and peer support systems

Anti-Bullying Initiatives and Policy Review

KH Academy maintains the following initiatives:

1. Annual Anti-Bullying workshops.
2. Anti Bullying initiatives
3. Peer Mediation Programs.
4. Social-Emotional Learning Integration.
5. Student Leadership Development.
6. Parent and Teacher Anti-Bullying Training.
7. In school service
8. Community Connection

Training and Education

Annual training will be provided to:

- Faculty and staff on recognizing and responding to bullying
- Students on kindness, empathy, and conflict resolution
- Parents on how to support children and recognize signs of bullying

Parent and Community Involvement

- Annual informational sessions and workshops
- Opportunities for parents to participate in committees and school events
- Regular communication through newsletters and meetings

Student Steps and Repercussions for Bullying

- **Initial Offense:** Verbal Warning, Parent Notification, Restorative Justice
- **Second Offense:** Written Warning, Counseling, School Service
- **Third Offense:** Suspension from Activities, Anti-Bullying Workshop •

Severe/Repeat Offenses: Expulsion Review, Law Enforcement, External Support

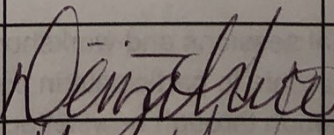
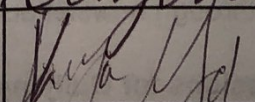
Policy Review and Monitoring

- KH Academy will review this policy biennially
- Updates will be based on data collection, surveys, and research
- The policy will be available on the school's website and reviewed with faculty, students, and parents

This policy will be reviewed biennially and updated as necessary based on board recommendations as well as applicable changes to the law and ISBE recommendations/feedback, analysis of incident trends, and the latest best practices.

KH Academy is dedicated to maintaining a culture of mutual respect, safety, and acceptance for every student. KH Academy affirms its unwavering commitment to fostering a safe, respectful, and inclusive educational environment for all students. This policy outlines our proactive prevention strategies, clear reporting processes, investigation protocols, and restorative practices to address all forms of bullying, harassment, and retaliation.

KH Academy's Board has read and provided this Bullying Prevention Policy Acknowledgment & Approval We, the undersigned members of the KH Academy Board, acknowledge that we have reviewed and approved the KH Academy Comprehensive Bullying Prevention Policy, updated on March 12, 2025, in full compliance with:- Illinois School Code (105 ILCS 5/27-23.7)- Illinois Administrative Code Title 23, Section 1.295- Illinois State Board of Education (ISBE) requirements This policy represents KH Academy's ongoing commitment to ensuring a safe, respectful, and legally compliant school environment. The Board agrees this document will be reviewed and re-evaluated biennially, and revisions will be submitted to ISBE by the required deadline.

Board Member Name	Title	Signature	Date
Deijja Hamilton	President		3/12/2025
Kenya Lloyd	Secretary		3/12/2025

This policy reflects our commitment to fostering a culture of respect and providing comprehensive core values of respect, integrity, and collaboration. By signing and dating you agree to this policy as well as understand what was provided to you.

Student Name: _____

Signature: _____ Date: _____