



The American International School—Duhok

Anti-Bullying and Harassment Policy

Policy Number: AS05

Effective Date: November 28, 2023

1. Purpose:

The purpose of this policy is to ensure a safe and inclusive learning environment for all students and to prevent bullying and harassment in any form within the community of the American International School—Duhok, herein after referred to as AIS or the School. This anti-bullying and harassment policy is designed to ensure that all staff are aware of their duties and responsibilities of safeguarding students and the importance of being alert to the red flags and signs of bullying. It also aims to Establish procedures of reporting, investigating, and responding to incidents of bullying.

2. Definitions:

Bullying: Any unwanted, aggressive behavior among students that involves a real or perceived power imbalance. It may be physical, verbal, or relational, and it causes harm, distress, or fear to the targeted student(s).

Harassment: Any unwelcome conduct based on race, color, religion, gender, disability, or any other protected characteristic, which creates a hostile or intimidating environment.

3. Prevention:

- a. Education and Awareness: the School will provide ongoing education and awareness programs to students and staff in the form of assemblies to promote understanding, empathy, and the negative impact of bullying and harassment.
- b. School Climate: the School will foster a positive school climate by encouraging open communication, mutual respect, and active participation in creating a safe environment.
- c. Reporting Mechanisms: AIS will establish multiple reporting mechanisms to ensure that students, parents, and staff can easily report incidents of bullying or harassment. These mechanisms may include anonymous reporting options.
- d. Supportive Environment: the School will provide support and counseling services to students who have been targeted by bullying or harassment, as well as to those who have witnessed such incidents.

4. Procedures:

- a. Reporting:
 - i. Any student who experiences or witnesses bullying or harassment should report the incident to a trusted staff member.



- ii. Reports can be made verbally or in writing, and all reports will be taken seriously and handled promptly.
- iii. Anonymous reporting options will be made available to protect the privacy of those reporting.
- b. Investigation:
 - i. All reported incidents will be promptly and thoroughly investigated by designated school personnel.
 - ii. Confidentiality will be maintained to the extent possible during the investigation process.
- c. Disciplinary Actions:
 - i. Appropriate disciplinary actions will be taken against individuals found responsible for bullying or harassment, following a fair and impartial process.
 - ii. Consequences may include counseling, education, parent conferences, loss of privileges, recess detention, after-school detention, in-school suspension (ISS), suspension, or other disciplinary measures as deemed necessary.
- d. Support and Follow-Up:
 - i. Students who have been targeted by bullying or harassment will receive appropriate support, including counseling and intervention strategies to ensure their well-being.
 - ii. Follow-up procedures will be implemented to monitor the effectiveness of interventions and prevent further incidents.
- e. Parent and Community Involvement:
 - i. AIS encourages parents and the wider school community to actively participate in preventing bullying and harassment by promoting a culture of respect and reporting any concerns they may have.
 - ii. Regular communication will be established to keep parents informed about the School's efforts in addressing bullying and harassment.

5. Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from students, parents, staff, and relevant stakeholders will be considered in the policy's evaluation and improvement.

6. Authority

This policy shall be subject to periodic review and revision to ensure its effectiveness and relevance. The ultimate authority for policy approval within the school rests with the school's governing body. This policy shall take effect upon approval by the school's governing body.

7. Policy Adoption

Approved: November 28, 2023

Amended: