



# The Cambodia Academy Anti-Bullying Policy

A school safe for every student

## Kind words, safe hands, respectful hearts

At The Cambodia Academy, we believe that every student, teacher, and staff member deserves to be treated with kindness, dignity, and fairness. We strive for our school to be a safe haven where every child feels comfortable learning, growing, making friends, asking questions, and most importantly, being fully and authentically themselves.

Bullying is not allowed at The Cambodia Academy. We will not tolerate bullying that is physical, verbal, social, or online. This applies on campus, during school activities, while traveling to and from school, and in online spaces when the behavior affects our students or school community.

Bullying means hurting, frightening, embarrassing, excluding, threatening, or controlling another person on purpose. It can happen once in a serious way, or it can happen repeatedly over time. Bullying often involves a real or perceived imbalance of power, such as physical strength, age, popularity, access to embarrassing information, or social influence.

## Bullying can include:

- Hitting, pushing, kicking, tripping, or damaging someone's things.
- Name-calling, teasing, insults, mocking, or spreading rumors.
- Leaving someone out of games or activities in a cruel or repeated way.
- Threatening another student or trying to control them.
- Using phones, messages, photos, videos, group chats, or social media to embarrass, frighten, pressure, or harm another person.

We take a particularly strong position against online bullying. Cyberbullying is especially serious because hurtful words, photos, or rumors can spread quickly and cause lasting harm. Students must understand that kindness and respect are expected both in person and online.



**We expect our students to:**

- Treat others with kindness and respect.
- Never use physical fighting to solve problems.
- Include classmates when possible.
- Never laugh at, encourage, record, share, or join bullying.
- Tell a teacher or trusted adult if they see bullying or feel unsafe.
- Apologize and make things right when they have hurt someone.

**We expect our teachers and staff to:**

- Create classrooms where students feel safe and respected.
- Listen carefully and take all reports seriously when a student reports bullying.
- Actively protect students who are being harmed.
- Help students understand the harm caused by their behavior.
- Inform campus leadership, who will involve parents or guardians.
- Follow up in conjunction with leadership to make sure the behavior has stopped.

Students who make good-faith reports of bullying will not be punished, mocked, or threatened for speaking up. Retaliation against anyone who reports bullying or helps address bullying is also a serious violation of this policy.

When bullying happens, The Cambodia Academy will respond in a fair and age-appropriate way. Our response may include counseling, parent meetings, apologies, loss of privileges, behavior agreements, or other consequences. Serious or repeated bullying may result in stronger disciplinary action, including expulsion from the school. Cyberbullying is treated as especially serious and may result in stronger disciplinary action.

Our goal is to prevent harmful behavior before it starts, and to build a school where every child feels safe, confident, included, and cared for.