



ANTI-BULLYING POLICY

In accordance with the guidelines issued by the **Central Board of Secondary Education (CBSE)** vide Circular No. **ACAD-17/2015 dated 9 March 2015**, the School has formulated an **Anti-Bullying Policy** to prevent and address incidents of bullying and to ensure a **safe, inclusive, respectful, and supportive learning environment** for all students.

OBJECTIVE

The objective of the Anti-Bullying Policy is to ensure that every learner at Mount Dev International School feels safe, valued, respected, included, and empowered to reach their full potential.

The School is committed to creating a nurturing and positive learning environment that promotes confidence, integrity, curiosity, compassion, inclusivity, respect, and personal responsibility.

Our core values of Resilience, Curiosity, Hustle, Intellect, Compassion, Inclusivity, and Respect for All guide the character of our learners and the culture of our School.

Bullying, harassment, intimidation, or any form of behavior that undermines the dignity, safety, or well-being of another person is contrary to the values of Mount Dev International School and will not be tolerated. Any such behavior will be addressed promptly and may result in appropriate disciplinary action in accordance with the School's policies and applicable rules.

SCOPE OF WORK

The School is committed to the prevention, identification, reporting, and appropriate redressal of all forms of bullying. Bullying includes, but is not limited to, the following:

a) Physical Bullying: Hitting, kicking, pushing, tripping, pinching, slapping, spitting, physical intimidation, or deliberately damaging another person's property.

b) Verbal Bullying: Name-calling, insulting, teasing, threatening, intimidation, verbal abuse, use of offensive or inappropriate language, or discriminatory remarks.

c) Social Bullying: Deliberately isolating or excluding a student, spreading rumors or false information, humiliating or embarrassing others, damaging a student's reputation, making threatening or contemptuous gestures, hurtful mimicry, or encouraging others to exclude or target a student.

d) Cyber Bullying: Using digital platforms, social media, messaging services, email, images, videos, or other electronic communication to threaten, harass, humiliate, abuse, intimidate, or deliberately exclude another student.

e) Sexual Bullying / Sexual Harassment: Sexual name-calling, inappropriate sexual comments, vulgar or sexually suggestive gestures, unwelcome physical contact, sexual propositions, or sharing/displaying sexually explicit or pornographic material.

The School will take appropriate, timely, fair, and proportionate action against **bullying while ensuring the safety, dignity, privacy, and well-being of all students involved.**

ROLES AND RESPONSIBILITIES OF THE SCHOOL MANAGEMENT

The School Management shall:

- Promote a **safe, open, supportive, and inclusive school environment** where students feel comfortable reporting and discussing incidents of bullying.
- Establish an appropriate complaint mechanism and constitute an Anti-Bullying Committee for the prevention, reporting, investigation, and redressal of bullying-related complaints.
- Display the Child Helpline No. 1098 prominently on school notice boards and other appropriate locations.
- Organise orientation and awareness programmes for members of the Anti-Bullying Committee and relevant staff.
- Create awareness among school management, teachers, students, parents, volunteers, and other stakeholders that bullying is unacceptable and will not be tolerated.
- Ensure adequate supervision and monitoring of student activities, particularly in areas and situations where bullying may occur.
- Take appropriate and timely action on reported incidents while maintaining fairness, confidentiality, and the safety and dignity of all concerned.

CONSTITUTION OF THE COMMITTEE

As per CBSE Circular no. ACAD-17/2015, dated 9 March, 2015 the Committee must consist of:

- 1. Chairperson (Principal)**
- 2. Member 1 (School Doctor)**
- 3. Member 2 (Senior Counsellor)**
- 4. Member 3 (Senior Teacher)**
- 5. Member 4 (Parent Representative)**
- 6. Member 5 (School Management Representative)**
- 7. Member 6 (Legal Representative)**
- 8. Member 7 (Peer Educator)**

STANDARD OPERATING PROCEDURES (SOP)

The School shall follow the following Standard Operating Procedure (SOP) for the **prevention, reporting, investigation, intervention, and redressal of bullying incidents**:

- 1. Prevention and Awareness:** The School shall regularly conduct awareness and sensitisation programmes for students, teachers, staff, and parents to promote respectful behaviour and prevent bullying.
- 2. Reporting:** Any student, parent, teacher, or staff member may report a suspected or confirmed bullying incident to the class teacher, Principal, or Anti-Bullying Committee.
- 3. Immediate Safety:** The School shall take immediate and appropriate steps to ensure the safety and well-being of the student(s) involved.
- 4. Recording:** The complaint or incident shall be properly recorded, including relevant facts, dates, persons involved, and supporting information, wherever available.
- 5. Preliminary Assessment:** The Anti-Bullying Committee shall assess the complaint and determine the appropriate course of action.
- 6. Investigation:** The matter shall be investigated fairly and impartially by speaking with the concerned students and relevant persons and reviewing available evidence.
- 7. Action and Redressal:** Appropriate corrective, supportive, and disciplinary measures shall be taken in accordance with the School's policies and applicable rules.
- 8. Parent/Guardian Communication:** Parents or guardians of the concerned students shall be informed, wherever appropriate, and their cooperation shall be sought for resolution.
- 9. Support and Counselling:** The School shall provide appropriate guidance, counselling, and support to affected students and, where necessary, to students responsible for the bullying behaviour, with the objective of preventing recurrence.
- 10. Follow-Up:** The School shall monitor the situation after resolution to ensure that the bullying has stopped and that there is no retaliation or recurrence.
- 11. Confidentiality:** Information relating to complaints and investigations shall be handled with appropriate confidentiality and shared only with persons who need to know.
- 12. Documentation:** All complaints, investigations, actions taken, and outcomes shall be appropriately documented and securely maintained. The School shall periodically review such records and strengthen its preventive and safeguarding measures wherever required.

The School shall ensure that every bullying complaint is handled promptly, fairly, sensitively, and without discrimination, with the primary objective of protecting the safety, dignity, and well-being of every student.