



PAIDEIA ACADEMIES INC.

Policy on Violence on Campus

2024-2025

Policy Objective: At Paideia Academies Inc, we prioritize creating a safe and inclusive learning environment for all students. The following policy on campus violence to include physical altercations/fighting is designed to maintain discipline, ensure the safety of all individuals involved, and promote conflict resolution skills among students. By adhering to this disciplinary policy, Paideia Academies Inc underscores its commitment to creating a safe, inclusive, and supportive learning environment where all students feel empowered to take proactive steps in preventing conflicts and promoting positive peer relationships.

Policy Statement: Zero-Tolerance for Violence of Any Kind

Paideia Academies Inc maintains a zero-tolerance policy regarding violence of any form, including A) physical altercations/fighting between students, B) knowledge of and failure to report impending violence, C) the incitement of violence via verbal, physical, digital means, and D) interference with staff response to physical violence.

A. *Physical Altercations/Violence*

1. Definitions of Physical Altercations/Fighting:
 - a. Fighting is defined as any physical altercation between two or more students that involves hitting, kicking, pushing, or any other form of physical aggression.
2. Consequences of Fighting:
 - a. Any student found engaging in fighting, regardless of provocation, will face disciplinary action as outlined in the school's disciplinary policy.
 - b. Consequences may include but are not limited to detention, suspension, or expulsion, depending on the severity and frequency of the incident, as determined by the school administration.
3. Intervention and Support:
 - a. Upon the discovery of a fight, staff members are required to intervene immediately to alert for assistance, actively disperse student bystanders and ensure the safety of all students present and separate the involved parties without getting physically engaged.
 - b. Staff members are also responsible for documenting the incident and reporting it to the appropriate school authorities for further investigation and action.
 - c. Principal and/or Dean of Students immediately investigate to include security video footage and witness statements.
 - d. Counseling and support services will be made available to all students involved in a fight to address underlying issues and promote conflict resolution skills.
4. Preventive Measures:
 - a. Paideia Academies Inc is committed to implementing preventive measures to minimize the occurrence of student fighting.
 - b. These measures may include alertness training for signs of violence, ongoing education on conflict resolution, fostering a positive school culture through anti-bullying initiatives, and providing students with alternative strategies for resolving disputes peacefully.
5. Parental Involvement:
 - a. Parents/guardians of students involved in fighting will be notified promptly and may be required to attend a meeting with school administration to discuss the incident and its consequences.

B. *Knowledge of and Failure to Report Impending Fights*

Objective: Ensuring the safety of and well-being of all students is a top priority at Paideia Academies Inc. This disciplinary policy addresses the serious matter of students failing to report knowledge of impending fights, aiming to promote a culture of accountability, proactive intervention, and conflict resolution.

1. Duty to Report:
 - a. All students at Paideia Academies Inc have a responsibility to promptly report any knowledge or suspicion of impending fights or altercations on campus to school authorities or staff members.
 - b. Failure to report such information not only compromises the safety of individuals involved but also undermines the school's efforts to maintain a secure and supportive learning environment.
2. Consequences of Non-Reporting:
 - a. Students who knowingly fail to report impending fights or altercations will face disciplinary action in accordance with the school's disciplinary policy.
 - b. Consequences may include but are not limited to detention, suspension, or other appropriate disciplinary measures, depending on the severity and recurrence of the offense.
3. Educating on Reporting Obligations:
 - a. Paideia Academies Inc is committed to educating students on their obligation to report any information regarding potential conflicts or safety concerns.
 - b. Students will receive instruction on the importance of proactive intervention, the potential consequences of failing to report, and the role they play in fostering a safe and supportive school community.
4. Anonymous Reporting Mechanisms:
 - a. Recognizing that some students may hesitate to report information for fear of retaliation or other reasons, Paideia Academies Inc will provide anonymous reporting mechanisms, such as tip lines or online reporting platforms, where students can submit information confidentially.
5. Prompt Intervention and investigation:
 - a. Upon receiving a report or credible information about an impending fight or altercation, school authorities will intervene promptly to assess the situation and take appropriate action to prevent escalation or harm.
 - b. Investigations will be conducted discreetly and with sensitivity to protect the confidentiality of reporting individuals and maintain trust within the school community.
6. Counseling and Support Services:
 - a. Students who fail to report knowledge of impending fights may be required to participate in counseling or support services aimed at addressing any underlying reasons for their non-reporting behavior and promoting a greater sense of responsibility and accountability.
7. Parental Notification and involvement:
 - a. Parents/guardians of students involved in failing to report impending fights will be notified promptly and may be required to attend a meeting with school administration to discuss the incident and its consequences.

C. *Inciting Violence*

Objective: Paideia Academies Inc is dedicated to fostering a safe and respectful learning environment for all students. This disciplinary policy addresses instances where students engage in behavior that incites violence through verbal, physical, or digital means, emphasizing the seriousness of such actions and the consequences they entail.

1. Definition of Inciting Violence:
 - a. Inciting violence refers to any intentional behavior, whether verbal, physical, or digital, that inflames or encourages others to engage in acts of aggression, harm, or violence against individuals or groups.
2. Prohibition of Inciting Violence:
 - a. Paideia Academies Inc strictly prohibits students from engaging in any form of behavior that incites violence, including but not limited to threats, intimidation, bullying, harassment, hate speech, or the dissemination of violent content through digital platforms.
3. Consequences of Inciting Violence:
 - a. Students found to have incited violence through verbal, physical, or digital means will face disciplinary action in accordance with the school's disciplinary policy.
 - b. Consequences may include but are not limited to detention, suspension, expulsion, or other appropriate disciplinary measures, depending on the severity and impact of the behavior.
4. Immediate intervention:
 - a. Upon becoming aware of any behavior that incites violence, school staff members are required to intervene immediately to address the situation and prevent further harm.
 - b. Staff members will employ de-escalation techniques and assertive communication to diffuse tensions and ensure the safety and well-being of all individuals involved.
5. Documentation and Reporting:
 - a. Staff members are responsible for documenting instances of behavior that incites violence and reporting them to the campus Principal or Dean of Students for further investigation and action.
 - b. Detailed records of the incident, including any evidence such as witness statements or digital content (screen captures), should be maintained to support disciplinary proceedings.
6. Educational intervention and Support:
 - a. In addition to disciplinary consequences, students found to have incited violence may be required to participate in educational interventions aimed at promoting empathy, conflict resolution skills, and positive communication strategies.
 - b. Counseling and support services will be made available to both perpetrators and victims of incitement to address any underlying issues and facilitate healing and reconciliation.
7. Parental Involvement:
 - a. Parents/guardians of students involved in inciting violence will be notified promptly and may be required to attend a meeting with school administration to discuss the incident and its consequences.

D. Interference During Staff Response to Campus Altercations:

Objective: Maintaining a safe and orderly campus environment is paramount at Paideia Academies Inc. This discipline policy aims to address instances where students interfere with staff members who are responding to on-campus altercations, ensuring swift and appropriate consequences for such behavior.

1. Prohibition and Definition of Interference:
 - a. Students are strictly prohibited from interfering with staff members responding to fights or altercations on campus.
 - b. Definition of Interference includes but is not limited to running towards, standing to watch, record or cheer, failure to disperse when commanded or blocking the way when staff members are responding to fights or altercations on campus.
 - c. Such interference can disrupt the efforts of staff members to manage the situation effectively and may escalate tensions or endanger the safety of individuals involved.
2. Consequences for Interference:
 - a. Any student found engaging in interference with staff response to campus altercations will face disciplinary action in accordance with the school's disciplinary policy.
 - b. Consequences may include but are not limited to detention, suspension, or other appropriate disciplinary measures, depending on the severity and recurrence of the interference.
3. Immediate Intervention:
 - a. Upon observing any interference with staff response to campus altercations, staff members are required to intervene immediately to address the behavior and ensure the safety and security of all individuals involved.
 - b. Staff members may utilize appropriate de-escalation techniques and assertive communication to redirect students away from the situation and restore order.
4. Documentation and Reporting:
 - a. Staff members are responsible for documenting instances of interference with staff response to campus altercations and reporting them to the Principal and/or Dean of Students for further investigation and action.
 - b. Detailed records of the incident, including security video recordings and names of involved students and any witnesses, should be maintained to support disciplinary proceedings.
5. Educational intervention:
 - a. In addition to disciplinary consequences, students found interfering with staff response to campus altercations may be required to participate in educational interventions aimed at promoting understanding of the importance of respecting authority and maintaining a safe learning environment.
 - b. These interventions may include counseling sessions, conflict resolution workshops, or other restorative practices designed to address underlying behavioral issues and prevent future incidents.
6. Parental Involvement:
 - a. Parents/guardians of students involved in interference with staff response to campus altercations will be notified promptly and may be required to attend a meeting with school administration to discuss the incident and its consequences.

Approved by the Paideia Academies Inc corporate board at its public meeting held on June 10, 2024.


Victoria Garrison
Paideia Academies Inc Chairperson