



**CANADIAN
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SCHOOL**
DJIBOUTI

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Policy 14 — External

Anti-Bullying & Harassment Policy

Category: Student Welfare

Effective Date: August 2026 | **Review Date:** July 2027 | **Approved by:** School Administration

Every student has the right to learn in a safe, respectful environment free from bullying, harassment, and discrimination.

1. Definition of Bullying

Bullying is repeated behavior intended to hurt, intimidate, exclude, or harm another person. It can take many forms:

Type	Examples
Physical	Hitting, pushing, taking belongings
Verbal	Name-calling, insults, threats, offensive language
Social / Relational	Excluding, spreading rumors, manipulating friendships
Cyberbullying	Harassment via social media, messaging apps, or online platforms

2. Harassment & Discrimination

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, or offensive environment. Discrimination based on race, gender, religion, disability, or other characteristics is strictly prohibited.

3. Reporting Procedure

1. Any student, staff member, or parent can report bullying to a teacher, counselor, or principal.
2. Reports are accepted verbally or in writing (including anonymously).
3. The school will acknowledge the report within 1 school day.
4. An investigation will be conducted within 5 school days.
5. Both parties are heard separately and with full confidentiality.

6. Outcomes are communicated to the parents of all students involved.

4. Consequences for Bullying

- **First confirmed incident:** formal warning, parent meeting, counseling referral.
- **Second incident:** suspension, behavior improvement plan.
- **Continued or severe bullying:** expulsion and, if illegal (e.g., assault), referral to authorities.

5. Support for Victims

- Students who have been bullied will receive support from the school Staff.
- Where necessary, the school will put safety measures in place.
- Parents will be kept informed throughout the process.

6. Prevention

- The school conducts at least one anti-bullying awareness session per term.
- Bullying and respect for others are core topics in student orientation.
- Staff are trained to identify and respond to bullying behavior.

Canadian International School of Djibouti
Director

Signature: _____

