



Millville Church of the Nazarene

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Anti-bullying Policy

Millville Church of the Nazarene prohibits acts of harassment, intimidation or bullying against any minor or adult

A safe and civil environment in church is necessary for congregants to learn, worship, fellowship, and serve. For the purposes of this policy, "bullying" is unwanted, aggressive behavior that may involve a real or perceived power imbalance and "harassment, intimidation or bullying" means any gesture or written, verbal or physical act or any use of an electronic communication device directed at a minor or adult congregant that takes place on or off church grounds, at any church sponsored function, or on a church van.

Leaders of minors will complete an anti-bullying training session as approved by the pastor and/or the Administrative Leadership Team (ALT).

Anti-Bullying leadership

1. The ALT approved leader, for each age group, will be the first contact and level in any reported bullying case. This leader will advise and discuss with his/her charges things that may be perceived as bullying, discuss individual responsibilities as to socially acceptable behavior, warn of consequences of being a bully and work to keep the group "bully free". This leader will be the first contact to attempt to investigate and remedy a bullying situation. An incident report must be filed by the bullied person, a representative, or other person who witnessed the bullying to the age group leader. The incident report is to be filed in the church office and the investigation is to begin. Input from the pastor may be desired in severe cases.
2. The pastor will serve as the final authority in bullying cases which are appealed or referred from the age group leader. The pastor will review the investigation. If needed, the pastor can reopen the investigation. Severe cases could include referral to the local authorities, if necessary.
3. The pastor may seek input from the ALT and any appeals may be submitted to the ALT for review. Repeat offenders should be dealt with accordingly.

Examples of cyber-bullying:

1. Sending or posting cruel messages or images;
2. Threatening others;
3. Excluding or attempting to exclude others from activities or organizations;
4. Starting or passing on rumors about others or the church family
5. Harassing or intimidating others;
6. Sending angry, rude or vulgar messages directed at a person or persons privately or to an
online group;
7. Sending or posting harmful, untrue or cruel statements about a person to others;
8. Pretending to be someone else and sending or posting material that makes that person
look bad or places that person in potential danger;
9. Sending or posting material about a person that contains sensitive, private or
embarrassing information, including forwarding private messages or images; and/or,
10. Engaging in tricks to solicit embarrassing information that is then made public.

Possible consequences:

1. Admonishment;
2. Temporary removal from the church or age group, Sunday School, or activity
3. Deprivation of privileges within the group
4. Legal action
5. Expulsion from the group

Remedial Measures

1. Restitution and restoration;
2. Mediation
3. Parent conferences;
4. Referred for counseling;

Adults who have been reported for bullying will be reported to the age group leader. If the age group leader is being reported the report will go to the pastor. If the pastor is being reported it will be referred to the ALT

Possible consequences:

1. Admonishment, temporary removal from the church or age group, Sunday School, or activity, and retraining
2. Permanent deprivation of privileges to supervise any group
3. Legal action
4. Expulsion from the any or all group