

Anti-Bullying and Anti-Harassment Policy

Academic Year: 2025–2026



At Stars College High Schools (SCS), we are committed to maintaining a safe, caring, and inclusive environment where every student is respected and valued.

Bullying, harassment, and discrimination in any form are strictly prohibited.

Every student has the right to learn free from fear, intimidation, or humiliation.

We are a telling school one that empowers students, staff, and parents to speak up, knowing their concerns will be heard, protected, and acted upon.

1. Definition and Forms of Bullying

Bullying is deliberate, harmful, and repetitive behavior or a single serious act intended to hurt, intimidate, or humiliate another person. It involves a real or perceived power imbalance.

Forms include:

- Physical: Hitting, tripping, pushing, spitting, or damaging property.
- Verbal: Teasing, name-calling, threats, or spreading rumors.
- Social/Relational: Excluding, isolating, or damaging reputations and friendships.
- Cyberbullying: Using digital media to send hurtful or humiliating messages, images, or videos.
- Bias-Based or Discriminatory: Targeting religion, gender, race, disability, or background.
- Sexual Harassment: Unwelcome sexual remarks, gestures, jokes, or contact.

Conflict vs. Bullying:

Ordinary disagreements are normal and can be resolved respectfully. Bullying is intentional, repetitive, and involves a power imbalance.

2. Scope of Policy

This policy applies:

- On campus, during all school activities, breaks, and classes.
- Off campus, during trips, sports, and extracurricular events.
- Online, including social media and messaging platforms, when interactions affect school wellbeing or reputation.

3. Prevention and Education

SCS believes prevention begins with empathy, awareness, and empowerment. We promote positive relationships and respectful communication through:

- Curriculum modules on empathy, citizenship, and digital responsibility.
- Peer mentoring and leadership programs to build role-model behavior.

- Mandatory annual staff training to recognize and address early signs of bullying.
- Classroom discussions and assemblies that reinforce mutual respect and courage to speak up.

4. Reporting and Confidentiality

Everyone has the right and responsibility to report bullying.

Students may report concerns to:

- Any trusted adult — Teacher, Counselor, or Supervisor.

Parents/Guardians may report directly to the administration.

Reports are treated as confidential and handled with fairness and sensitivity. No one reporting in good faith will face retaliation.

5. Investigation and Response

Timeline and Process

1. Initial Acknowledgement: within 24 hours of receiving a report.
2. Investigation: completed within 5 school days.
3. Outcome Meeting: within 7 days of the report.

Investigations include interviews, evidence review, and communication with all parties.

If bullying is confirmed, the school will act promptly and proportionately:

- Restorative conversations and mediation.
- Counseling or behavior improvement plans.
- Temporary suspension (for serious offenses).
- Expulsion (for repeated or severe cases).

All incidents requiring medical or legal intervention will be reported to Lebanese authorities in line with National Child Protection Law (Law No. 422/2002) and UNCRC Article 19.

6. Support for All Parties

- Victims: Counseling, reassurance, and ongoing follow-up to rebuild confidence.
- Perpetrators: Guidance, counseling, and behavior coaching to understand impact and change conduct.
- Bystanders: Encouraged and trained to act safely and responsibly.

Follow-up checks occur at 2 weeks and 6 weeks to ensure wellbeing and prevent recurrence.

7. Documentation and Review

- Every report is documented and stored securely for 5 years.
- The administration reviews annual data trends to enhance prevention strategies.
- The policy is reviewed each academic year or upon new guidance from the Lebanese Ministry of Education.

8. Monitoring and Continuous Improvement

- Annual Surveys assess students' sense of safety and belonging.
- Performance Indicators: reduction in repeat cases, staff training participation, and student engagement

rates.

- Policy reviewed and approved by the School Board each year.

At Stars College High Schools, bullying ends where empathy begins.

Together, we build a culture of kindness, safety, and courage — so every student can learn and thrive without fear.

LAST UPDATED: AUGUST 2026

