

Anti-Bullying, Harassment & Discrimination Policy

Approved policy

Effective Date: October 24, 2026

Last Reviewed: October 24, 2026

Our Commitment

Brooke House Academy is committed to maintaining a respectful, inclusive and safe environment for all students.

Bullying, harassment, intimidation and unlawful discrimination are not tolerated.

Prohibited Behaviour

Examples include:

- Repeated verbal abuse, humiliation or intimidation.
- Threats or aggressive behaviour.
- Physical bullying or unwanted contact.
- Cyberbullying through messages, social media or online platforms.
- Harassment based on protected characteristics.
- Deliberate exclusion or targeted mistreatment intended to cause harm.
- Retaliation against students who report concerns.

A single serious incident may warrant disciplinary action even if it does not meet the usual definition of repeated bullying.

Reporting Concerns

Students and parents should report concerns to a teacher, coach, campus leader or the Executive Director.

Reports may be made verbally or in writing.

Investigation

BHA will:

1. Take immediate protective measures where necessary.
2. Speak with relevant students and witnesses.
3. Review available evidence.
4. Notify parents as appropriate.
5. Determine proportionate disciplinary and support measures.
6. Monitor the situation to reduce the risk of recurrence.

Consequences

Bullying, harassment and discrimination may be classified as Tier 2 or Tier 3 misconduct under BHA's disciplinary policy.

Consequences may include suspension, restrictions from soccer participation, behavioural agreements or expulsion.

Protection and Support

BHA prohibits retaliation against individuals reporting concerns in good faith.

Appropriate support and safety arrangements will be considered for affected students.

Application

This policy applies during school, soccer activities, academy trips and off-campus conduct that materially affects the school environment or student safety.

Policy Authority: Executive Director

Applicable Campuses: Jacksonville, Maitland and Tampa

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