

## **Ebenezer Bible Fellowship Church Anti-Bullying, Harassment and Intimidation Policy**

### **Purpose of Policy**

It is the purpose of Ebenezer Bible Fellowship Church (EBFC) to show the love of Christ in our midst and to oppose bullying, harassment and intimidation in all of its forms by those attending Ebenezer Bible Fellowship Church.

“EBFC” will be a safe sanctuary for all. We prohibit acts of bullying, harassment and intimidation as well as active or passive support of those activities. All Staff and volunteers who work with children and youth will be expected to demonstrate appropriate behavior; treat others with respect, civility and kindness as well as refuse to tolerate bullying, harassment and intimidation.

Our treatment of others should always be in accordance with scripture and the “Faith and Order” of the Bible Fellowship Church.

### **Definition of Bullying Harassment and Intimidation (BHI)**

A conscious, willful and deliberate hostile activity intended to harm, induce fear through the threat of further aggression or create terror. It is not about anger nor about conflict; it is about contempt – a powerful feeling of dislike toward someone considered to be worthless/inferior/underserving of respect.

- “BHI” always includes these three elements:
  - o Imbalance of power – The bully can be older, bigger, stronger, more verbal, higher on the social scale, a different race, the opposite sex, or a large number of individuals banded together.
  - o Intent to do harm – The bully means to inflict emotional harm and/or physical pain, expects the action to hurt and takes pleasure in witnessing the hurt.
  - o Threat of further aggression – Both bully and bullied know that the bullying can and probably will occur again.
- When bullying escalates unabated, a fourth element is added:
  - o Terror – Systematic violence used to maintain dominance.

## **Our Position on Rights and Responsibilities**

- It is the right of all individuals of all ages to be free of victimization. It is the responsibility of those who witness victimization to stop it and/or speak to a trusted adult/Pastor/Elder.
- The leadership of Ebenezer Bible Fellowship Church will seek to prevent and deal with “BHI” through:
  - o Responding to incidents in a prompt manner
  - o Seeing that both the bullied and the bully are dealt with in a responsible and caring manner
  - o Implementing discipline when deemed appropriate
  - o Overseeing training/communication with other leaders and congregation as deemed appropriate concerning “BHI”