



## Bullying & Harassment Policy

At Nest Hockey Academy, every student deserves to feel safe, respected, and supported — on the ice, in the classroom, and everywhere in between. We are committed to maintaining a positive environment where all students can learn, grow, and thrive.

This policy explains what bullying is, how to report it, and how we respond. We encourage students, parents, and staff to speak up whenever something doesn't feel right.

### What Counts as Bullying or Harassment?

Bullying is **repeated, intentional behavior** that causes physical, emotional, or social harm. It can be:

- **Verbal** (name-calling, threats, teasing)
- **Physical** (hitting, pushing, damaging belongings)
- **Social** (spreading rumors, excluding someone)
- **Cyberbullying** (hurtful messages, posts, or images online)

Harassment includes any behavior that creates a hostile or intimidating environment for a student.

Bullying can happen:

- In classrooms
- In locker rooms
- On the rink
- Online or through social media

If it makes someone feel unsafe or targeted, we want to know about it.

## How to Report Bullying

Students, parents, and staff can report bullying in any of these ways:

### **1. Online Reporting Form (Named or Anonymous)**

Use our secure form to report concerns:

[Nest Hockey Academy – Bullying & Harassment Reporting Form – Fill out form](#)

You may include your name or remain anonymous — whatever feels most comfortable.

### **2. In Person**

Speak with any trusted staff member, coach, or administrator.

### **4. By Phone or Email**

You may also contact the school office directly.

**If someone is in immediate danger, call 911.**

## What Happens After a Report

Every report — named or anonymous — is taken seriously.

Here's what we do:

- 1. A trained staff member reviews the report.**
- 2. An investigation begins promptly**, which may include interviews, reviewing evidence, and speaking with those involved.
- 3. Parents/guardians are notified** when appropriate.
- 4. Support is provided** to the student who was targeted.
- 5. Consequences** are assigned if bullying is confirmed.
- 6. Follow-up** occurs to ensure the situation is resolved.

We do **not** tolerate retaliation of any kind toward anyone who reports bullying.

## Anonymous Reporting

We welcome anonymous reports. However, Florida law requires that:

A student **cannot be disciplined solely** on the basis of an anonymous report.

Anonymous reports help us start an investigation, gather information, and protect students who may be afraid to come forward.

## Our Commitment

Nest Hockey Academy is dedicated to:

- Keeping students safe
- Responding quickly and fairly
- Supporting those affected
- Promoting kindness, respect, and teamwork
- Ensuring every student feels valued and protected

Together, we can create a community where everyone feels they belong.