

Brunswick School

MISSION STATEMENT

The purpose of the School is to help boys and young men, without regard to background, acquire the personal, intellectual and physical training that will best enable them to grow into responsible adults who can make significant and lasting contributions to society. Since 1902, Brunswick School has been, in the words of George Carmichael, its founder, "...ably and generously preparing boys for life....".

Through a rich and rigorous college preparatory curriculum, the School strives for the fullest intellectual development of every young man. The School's academic programs seek to instill in each student a desire to learn, to challenge each boy to fulfill his own unique potential, to foster critical thinking skills and to develop the creative and independent qualities of mind necessary to reach intellectual maturity and increased self-confidence.

The School also believes that a complete education must include lessons not confined to the classroom. Through athletics, arts and service to the community, every student is encouraged to develop his talents to the fullest, to understand the obligation to share them generously, to take risks to ensure growth, and to refuse to accept a narrow definition of himself.

As its young men grow in an atmosphere of trust, care and mutual respect, the School accepts that its overriding objective is to foster the development of strong character. The School strives to instill in its students the values of honesty, integrity, compassion and tolerance and to develop in each student a sense of responsibility to himself, to those around him, to the school community and to the greater society. The School believes, above all else, that it is the strength of a young man's character and the depth of his spirit that determines and defines all genuine and lasting success.

Policies and procedures that ensure compliance with SafeSport

March 2015

Brunswick School provides a Student Handbook, for students, parents and employees and additionally an Employee Handbook.

The intent of the Handbooks are to clearly delineate the purpose and priorities of the School and the rules and expectations that support its mission.

The documents are intended to emphasize that being a part of the Brunswick School community is a privilege. As a result, students and Faculty alike are justly held to a higher standard of performance, commitment and most of all integrity than might be found elsewhere.

Fundamentally, Brunswick School is a community of teachers and students who work, study, and grow in an environment that encourages academic excellence and social responsibility. Every student will be challenged, will master skills necessary for continuing academic growth, will discover the joys and excitement of learning, and will meet with opportunities for success.

RESPONSIBILITIES AND OBLIGATIONS

Philosophy:

Each student and parent at Brunswick is expected to become familiar with the guidelines concerning student behavior as outlined in the Student Handbook. Employees are also expected to become familiar with student behavior expectations through the Student Handbook and additionally the guidelines concerning employee behavior as outlined in the Employee Handbook.

The rules at Brunswick are few, fair and are based upon commonly accepted principles of respect, decorum and personal responsibility. Understanding and abiding by these rules is basic to the integrity and success of our community. Some precepts implicit in the School rules are:

-More than anything, our rules derive from and are dedicated to the maintenance of our creed: COURAGE, HONOR AND TRUTH. Everything we do is in support of these three defining character traits.

-The School hopes and expects its students will learn to become more responsible as they grow older. While we will hold all students to the highest standards, the School appropriately expects more from our older students in terms of responsibility and accountability.

-It is intended that the rules governing student and employee behavior and school life be to the absolute highest standard. They have proven to be workable for all who have met success here and the faculty is committed to our students' understanding these rules, accepting their importance and adhering to them faithfully.

Annual confirmation

Each year students and employees must confirm that they have read and are familiar with the Handbooks.

Student and Employee Handbooks and the six prohibited conducts:

The following six prohibited conducts are addressed in the Student and Employee Handbooks:

1. bullying,
2. hazing,
3. harassment (including sexual harassment),
4. emotional misconduct,
5. physical misconduct and
6. sexual misconduct (including child sexual abuse);

Excerpts from the Handbooks follow:

Bullying, emotional and physical misconduct

While acknowledging that childhood is often, if not always, accompanied by occasional hurt feelings and social disappointments, intended hurt (either physical or emotional) of a malicious nature, inflicted repeatedly by one student upon another constitutes bullying.

Bullying....verbal or physical intimidation of one (or more) members of the community by another is entirely unacceptable at Brunswick School.

Examples of unacceptable behavior include but are not limited to:

- Non-accidental, physical attacks of any kind
- malicious, repeated taunting or name calling
- shunning or exclusion with the intent to cause anguish
- on-line exchanges of a hurtful nature

Reporting

All reports or observations of such behavior will be investigated thoroughly and if evidence is found to confirm that bullying has occurred, the position at Brunswick School of the person responsible will be at risk. The School will also work to support any victim of bullying while also providing training in self-advocacy and avoidance.

Training

As we are a community of learning, significant efforts will be made to educate all members of our community regarding the dangers of bullying, emotional and physical misconduct.

Hazing

“Hazing” is defined as any form or type of physical, verbal and/or emotional mistreatment, abuse, or harassment of a student in connection with a student’s participation (or lack of participation) or membership on an athletic team or other school-sponsored activity. This also includes forced participation in inappropriate and illegal activities in connection with conditions of team membership. Any type of behavior of this sort is prohibited whether it occurs on school grounds or off, during school or after school, during vacations, school holidays, weekends or evenings.

Students and parents should also be aware that hazing can also constitute a violation of Connecticut Criminal Statutes as a form of assault and can make the student liable for arrest and prosecution as well as for civil liability. Similar laws and penalties exist in New York State. Hazing, or any kind of intimidating or abusive behavior between teammates or schoolmates, will not be tolerated by Brunswick School. Any student found to be participating or instigating this kind of unacceptable practice will be subject to suspension and/or dismissal from the school. All decisions made by the Headmaster are final.

Reporting

Any suspicion of hazing or an intimidation-type of activity, or questions about what constitutes hazing, should immediately be forwarded to the Athletic Director.

Training

As we are a community of learning, significant efforts will be made to educate all members of our community regarding the dangers of hazing.

Harassment

Brunswick School prohibits harassment of any kind against students and employees. This includes sexual and other forms of harassment prohibited by Title VII of the Civil Rights Act of 1964 and the Connecticut Fair Employment Practices Law. Together, federal and state law prohibit harassment based on an individual's race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, past or present history of mental disorder, mental retardation, learning disability or physical disability. The School prohibits harassment based on protected class status. Further, it is the policy of the School to comply with the requirements of state and federal law.

Sexual harassment is a form of prohibited conduct. It includes any unwelcome sexual advance, requests for sexual favors or other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (c) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexually harassing conduct includes, but is not limited to:

- Verbal conduct such as suggestive or offensive comments, lewd remarks, and sexual propositions.
- Non-verbal conduct such as derogatory or pornographic displays, cartoons or drawings, sexual gestures, leers or stares.
- Physical conduct such as touching, kissing, patting, brushing up against someone, or assault.

Reporting

All complaints of sexual and/or other harassment will be treated with appropriate confidentiality. The School will not tolerate any retaliation against any complaining employee or witness.

Any supervisor who is aware of possible sexual and/or other harassment must immediately

bring it to the attention of the Headmaster.

Individuals found to have engaged in sexual and/or other harassment will receive appropriate disciplinary and corrective action, up to and including termination.

Filing a false complaint of harassment, or providing false information in connection with an investigation of a complaint is grounds for disciplinary and corrective action, up to and including termination.

Sexual misconduct and abuse

While, obviously, many forms of touching are appropriate, supportive and caring, other forms are inappropriate, threatening and harmful. It is also worth noting that some forms of touching that might appear appropriate in one instance, become inappropriate if done in a different circumstance or if repeated.

The responsibility to be attune to the risk of sexual abuse and to report it if seen or suspected rests upon every member of the School community, not just on those immediately feeling victimized by the predatory behavior.

Being alert to the possibility of sexual abuse is a text-book case of "if you see something, say something". If your instinct is telling you that some interaction you observed between an adult and a child seemed odd in any way, you must pass along your concern to your Division Head, your supervisor or the Headmaster. Failing to do so puts children at risk.

Abused: means that a student (a) has had physical injury or injuries inflicted upon him other than by accidental means, or (b) has injuries which are at variance with the history given of them, or (c) is in a condition which is the result of maltreatment, such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment.

Neglected: means that a student (a) has been abandoned, or (b) is being denied proper care and attention, physically, educationally, emotionally or morally, or (c) is being permitted to live under conditions, circumstances or associations injurious to his well-being, or (d) has been abused.

Reporting

A report must be made when any employee of the School, in his/her professional capacity, has reasonable cause to suspect or to believe that a student under the age of eighteen:

Has been abused; or

Has had non-accidental injuries or physical injuries which are at variance with the history given for them and inflicted by a person responsible for the student's health, welfare or care or by a person given access to such student by a responsible person; or has been neglected.

The following procedure must be followed without fail by any student or member of the Faculty or Staff who sees evidence of child maltreatment or abuse, or who suspects same:

- (1) The abuse or suspicion of abuse must be immediately reported to the Division Head of the division in which the student is currently being taught.
- (2) The Division Head must then immediately inform the Headmaster.
- (3) In cases involving suspected or believed abuse or neglect by School Personnel, a student's parent or guardian will be informed that such a report has been made.
- (4) immediately upon receiving notice of reasonable cause to suspect or believe that a student has been abused or neglected, and in no case later than twelve hours after having such a suspicion or belief, the School will make an oral report by telephone or in person to the Commissioner of the Department of Children and Families or the local law enforcement agency.
- (5) Within 48 hours of an oral report being communicated, a written report will be submitted to the Commissioner of the Department of Children and Families containing all of the required information.
- (6) If the report concerns suspected abuse or neglect by a school employee, a copy of the written report will be filed with the Commissioner of Education.
- (7) Nothing in this Policy shall be construed to preclude any School Personnel who suspects child abuse and/or neglect from reporting the same directly to the Commissioner of the Department of Children and Families.

Training

Brunswick School trains all employees annually regarding abuse. All school employees are mandated reporters. Connecticut state law requires training in accordance with Public Act 11-93, which states that the Department of Children and Families will conduct training for mandated reporters.

BACKGROUND CHECKS

Brunswick School performs a complete background check on all employees, including all coaches, prior to employment. Background checks are updated annually before the start of each new school year.

DRUG TESTING

New employees and all drivers of school vehicles, including coaches transporting students to matches and practices, are required to submit to a drug test.