



Huck Campus Policies

We believe that the purpose of behavioral consequences is to help our students learn to facilitate conflict management in a positive way.

Conflict is a natural part of all of our lives. Part of our vision is to help children learn the skills that enable them to interact with other children and adults in positive and respectful ways. For the safety and learning enjoyment of all students, we ask the students at HuckleBerry to practice a high standard of behavior. The staff at HuckleBerry will maintain these standards through positive reinforcement and conflict resolution modeling.

Please note that in our first week of classes this policy will be reviewed with all children in all classes.

Bullying:

- There is a zero tolerance policy for bullying.
- Bullying is defined at Huck as repeated behavior intended to hurt or ridicule others. It includes actions like making verbal or hand gesture threats, spreading rumors, attacking someone physically or verbally, making fun of someone with intent to hurt feelings or intentionally excluding someone from a group and requesting others to exclude. Bullying is almost always inclusive of some type of power imbalance or perceived power imbalance.
- We differentiate bullying and teasing at Huck. Teasing is generally not a repeated behavior, is meant to be funny and lighthearted and is not intended to isolate a person. Sometimes teasing can feel mean though, and it does not fall as intended. Students can have a difficult time discerning between teasing and bullying as both the receiver and the sender of messaging.
- We teach students to say "I do not like what you are doing and I want you to stop" as a way to draw their own boundary.
- Students that feel that they are being teased or bullied are requested to let teachers or admin staff know so that we can help determine what is happening, why it is happening and positive resolutions.

- Consequences for bullying are outlined below.
- Racism has no place at HuckleBerry. We do not find racist jokes humorous, and will remove students engaged in racism.
- ***Social Media / online app use outside of Huck but targeting Huck students is inclusive in our policy.***
- No letters or jokes aimed at hurting someone's feelings.
- No calling people or ideas stupid, dumb or other names that negate a positive learning environment.
- No touching in a way that makes a student uncomfortable. We ask before we hug.

Safety :

- No weapons or play weapons. Do not bring pocket knives or other items that could be used as a weapon.
- No physical fighting, including play-fighting or dog piling.
- No drawing of violent acts or pretend violent acts.
- No swearing, pretend swearing, rhyme swearing, or other inappropriate language.
- No drugs, alcohol, vapes or cigarettes.
- Students that are sick are requested to stay at home. Students brought to Huck with headaches, rashes, fever or telling us that they don't feel good will be taken to the office to wait for pick up from parents. Once a student has been sick at home, please keep them at home until the following conditions are met:
 - Fever-free requirement: Students should be fever-free for at least 24 hours without using fever-reducing medicine.
 - Vomiting and diarrhea: Students must wait until vomiting or diarrhea has completely resolved before returning to class.
 - Contagious rashes or sores: Conditions like chickenpox require staying home until blisters crust and scab over, or until a doctor clears the student.

Cell Phones and Laptops:

Cell phone / laptop usage on campus by students, teachers or parents is prohibited unless expressly permitted by a teacher inside of a class. **We prefer that students keep their cell phones with them, and turn them off while at Huck.**

- Students may go to the office to text / call parents, but not to play on their phones.
- Parents may call Huck to relay messages to students.
- Students will receive one reminder of the cell phone policy, and then the phone will need to be checked in at the office upon coming to Huck, and checked out when students leave.
- See the [Huck Cell Phone Policy](#) for more information regarding this safety issue.

Political Issues:

Our world has become toxic in regards to politics and political conversations. Huck supports every family's right to raise their child with their own ideologies and have that respected by the teachers and students at Huck. Students should not have to defend their families political stance. Therefore:

- Political conversations in non high-school classes will be re-directed unless they are directly relevant to the course objectives. Derogatory statements and opinions about candidates or political parties are not welcome at Huck.
- Political discussions in high school classes are encouraged as a way to practice respectful debate. We support students learning to express themselves with respect for other people and ideas, to fully develop and understand new ideas, and learn ways to peacefully be inclusive of other ideas. If the teacher does not feel qualified to help the students see both sides of a political argument, or if the class conversation does not pertain to the teacher's lesson, the conversation will be ended.

Dress Code:

- Cover up articles of underwear.
- Clothing should not advocate drugs, alcohol, tobacco, illegal activities or contain profanity.

We work at all times to be respectful of teachers, parents and students. We are all learners here, and we encourage students to take chances with questions and ideas. Students should let their teacher or administrative staff know if they feel uncomfortable with the way they are being treated at Huck.

Consequences:

Students that are prohibiting an effective environment for learning will be taken to the front office so that they can have 1:1 time with a Huck Administrator to help them discuss any problems. We see this as an opportunity to create a conversation about what is going on for the student, and if their classes are a good choice for them. We follow the approach below to address issues at HuckleBerry.

1. We make no assumptions with our students and ask about sleep and food to see if there are simple explanations for poor choices.
2. The student will be spoken to about ways to resolve conflict. We practice
 - a. Self regulation through asking clarifying questions, walking away, deep breathing, asking for help from an adult
 - b. drawing boundaries through our words and behaviors
 - c. Learning how to give and receive authentic apologies
3. Continued or serious behavior issues will require a conference with parent, student and staff in an attempt to resolve the issue.
 - a. Students that are engaged in bullying other students:
 - i. Will be given one warning on campus and an email will be sent to parents. Parents can request a meeting for further discussion. Extreme events will require meeting with parents immediately and may cause permanent removal from attending classes at HuckleBerry.
 - ii. The 2nd warning will require a parent meeting within 3 days of the event.
 - iii. The 3rd warning will accompany removal from HuckleBerry for 2 weeks with an assignment related to the bullying. To come back onto campus, the student must meet with admin staff to review the incident and ensure that they can feel safe and act with safety.
4. Inability to follow Huck rules will result in a removal of privilege of attending HuckleBerry.

Weapons & Physical Altercations:

Children that bring a knife or other weapon on campus will have the weapon removed, parents will be called to pick up their child and they will not be allowed to continue their day at HuckleBerry. Depending on the event, students may not be allowed back at HuckleBerry. Likewise, children that engage in a physical altercation will be removed from the premises by their parents, irrespective of who “started it”.

Students breaking either of these rules will be released from attending all classes for 2 weeks with no refund of class payments. Parents and Administrative staff must agree that the child possesses the self restraint skills to aid in producing a safe and enjoyable learning environment before the child is invited back into the Center.

Drug use, racism and bullying

Any possession / usage of drugs will result in immediate expulsion.

For Our Huck Teachers:

The following is intended to be helpful when students bring up ideas or words that you or fellow students find to be bigoted, racist or politically motivated to be insulting.

Community-building work, including setting ground rules, can help us all deal with students who use hurtful language. **Below are examples of age-appropriate things for teachers to say. Please send an email to Stephanie when these issues arise in the classroom so that we are prepared when the inevitable parent complaint comes in.**

Ages 5 – 8

Tina, you know there are words that hurt, right? Words like stupid or ugly. Well, there are other words that are used to hurt people, too, and that's one of them. That's why we don't use that word as a put-down or to hurt someone else. So please stop using it at HuckleBerry, okay?

There is no need to explore specific history or politics around the term being used. Simply place it in context for the student and move forward with a plan to stop using it, offering appropriate alternate language for the student to use.

Ages 8 – 10

Tina, that word carries more weight than you might know, and it can really hurt people. There's a lot of emotion around that word. It's been used to attack people, and even if you're not meaning to attack anyone, if someone hears it, they might feel attacked. We want everyone to feel safe here. So let's not use that word anymore, okay?

Depending on the setting and/or the maturity of the student(s), you may want to explore the **basic** historical context around the term being used. It may tie in with a social studies lesson or some other instructional materials. "Class, remember when we talked about words that hurt, well that relates to this lesson ..."

Ages 10-12

Tina, that word is hurtful and it has no place in this room or at Huck. You know we have an agreement here to not use hurtful language, and I'll need you to honor that agreement and stop using that word.

Ages 13+

Tina, that word is not used here. I need you to stop it, or there will be more serious consequences.

<http://www.tolerance.org/publication/putting-it-words>