



The Montessori School of Pullman

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Workplace Bullying Involving a Parent and Teacher Policy

The Montessori School of Pullman considers workplace bullying unacceptable and will not tolerate it under any circumstances. Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee, possibly in front of other employees, students, or parents. Workplace bullying may cause the loss of trained and talented employees, reduce productivity and morale and create legal risks. The Montessori School of Pullman believes all employees should be able to work in an environment free of bullying. The board of directors and the school director must ensure employees are not bullied.

Reports of workplace bullying that involve a teacher and a parent will be treated seriously and investigated promptly, confidentially, and impartially. The Montessori School of Pullman encourages all employees to report workplace bullying that involves a parent and a teacher. The board of directors and the school's director must ensure employees who make complaints or witnesses to bullying incidents are not victimized.

Teachers may report an incident of workplace bullying that involves a parent using the situation resolution form (found in MSP Policies & Procedures Manual). The completed situation resolution form will be submitted to the school's leadership team and the President of the Board of Directors. The matter will then be discussed with the teacher, the parent, and the director to resolve concerns. If the matter cannot be resolved through this discussion, the leadership team and/or the Board of Directors can determine additional consequences for the parent's behavior that may include a warning, modification or reduction of teacher interaction, or dismissal from the school, depending on the circumstances.

I understand and accept the conditions of the above workplace anti-bullying policy.

Parent/Guardian Signature: _____ Date: _____

Adapted from: Bradshaw, C.P. & Figiel, K. (2012). Prevention and Intervention of Workplace Bullying in Schools: A Report Prepared for the National Education Association. Retrieved May, 8. 2017 from:

<https://www.nea.org/assets/docs/Workplace-Bullying-Report.pdf>