



11/1/2022

## **Bullying: An Open Letter to Parents from Penfield Montessori Academy**

PMA is aware of the recent frustrations, sadness, anger, and other emotions surrounding the issues of bullying. We want to emphasize that we are listening to you, and we care very deeply about your concerns. As a School, we are committed to providing a nurturing, safe, and supportive environment for all students. When there are occurrences that do not match our mission, we feel it important to act with expedient purpose. Harmful, discriminatory language and behavior have no home at PMA.

**PMA's "NO" Harassment Policy:** *PMA will not tolerate any form of verbal, physical, or sexual harassment, discrimination, bullying, joking remarks, or any other abusive conduct directed at students, employees, or parents because of race, color, gender, religion, national origin, age, sexual orientation, or disability. Any conduct which creates an intimidating, hostile, or offensive environment will not be tolerated. ([Family Handbook, p.21](#))*

Bullying is bigger than our school system because bullying is a community-wide issue. It is crucial for our families and students to join forces with our staff and work together as a team to address this. Our goal is to work with "you" to address bullying behavior. We can accomplish this through parent and community education to recognize the signs of bullying and by working with students to teach kindness, resilience, and mutual respect.

Please visit our Penfield website for more resources about bullying:  
<https://penfieldbuildingblocks.org/?s=bullying>

Make no mistake, there is no place for this type of language or other harassing language or behavior in PMA and it will not be tolerated. We greatly appreciate your partnership and ongoing support. Families can always reach out to PMA administration staff, our school psychologist and our counselor at any time. Should you have any questions or concerns please do not hesitate to contact me.

Respectfully,

A handwritten signature in blue ink that reads "Michelle".

Michelle Ravin  
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