

## STUDENTS

### **Prohibition of Harassment, Intimidation, and Bullying**

The District is committed to a safe and civil educational environment for all students, employees, volunteers and patrons free from harassment, intimidation, or bullying. "Harassment, intimidation, or bullying" means any intentionally written message or image, including those that are electronically transmitted, a verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics, when an act:

- Physically harms a student or damages the student's property.
- Has the effect of substantially interfering with a student's education.
- Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment.
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

"Other distinguishing characteristics" can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, or weight.

"Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

### **Behavioral Expressions**

Harassment, intimidation, or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical, or electronically transmitted messages or images.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other district policies or building, classroom, or program rules.

### **Training**

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and shall be implemented in conjunction with comprehensive training of staff and volunteers.



## **Prevention**

The district will provide students with strategies aimed at preventing harassment, intimidation, and bullying. In its efforts to train students, the district will see partnerships with families, law enforcement and other community agencies as appropriate and available.

## **Interventions**

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline to law enforcement referrals.

## **Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation or bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

## **Compliance Officer**

The consulting superintendent and/or head teacher shall appoint or serve as the compliance officer and primary district contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer(s) shall be communicated throughout the district as appropriate.

The consulting superintendent and/or head teacher is authorized to direct the implementation of procedures addressing the elements of this policy.

## **Legal Reference:**

RCW 28A.300.285 Harassment, intimidation, and bullying prevention policies

RCW 28A.600.480 Reporting of harassment, intimidation, or bullying—Retaliation prohibited-Immunity

RCW 9A.36.080 Malicious Harassment-Definition and criminal penalty

RCW 28A:642 K-12 Education—Prohibition of discrimination

RCW 49.60 Discrimination-Human Rights Commission

U.S. Dept. of Education Dear Colleague Letter, 2010

<http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.html>



Management Resources: Policy News, April 2008 Cyber bullying Policy Required

Policy News, April 2002 Legislature Passes Anti-bullying Bill

Cross References:

Policy 3211 Nondiscrimination

1<sup>st</sup> Adopted by the Board: October 17, 2002

Reviewed and/or Revised by the Board: March 17, 2011

Reviewed and/or Revised by the Board: October 18, 2011

Renumbered by the Board: October 17, 2017