

PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

The board of directors is committed to a safe and civil educational environment for all students, employees, volunteers and patrons, free from harassment, intimidation or bullying. This environment stresses the prevention of harassment, intimidation or bullying by integrating prevention and intervention education into building and support sites through a coalition of students, staff and parents.

Harassment, intimidation or bullying means any intentional written or electronic media message, verbal or physical act, including, but not limited to, one shown to be motivated by any characteristic of race, color, religion, ancestry, national origin, gender identity, sexual orientation, mental or physical disability (RCW 9A.36.080(3)), or other distinguishing characteristic, when the intentional written, verbal or physical act:

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

“Other distinguishing characteristics” can include, but are not limited to, physical appearance, clothing or other apparel, socioeconomic status, gender identity and marital status. Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, hazing or other written, oral or physical actions. “Intentional acts” refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

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.

The goals of this policy include appropriate intervention, restoration of a positive climate, and support for victims and others impacted by the violation. The district will take prompt, equitable and remedial action within its authority on reports, complaints and grievances alleging harassment, intimidation or bullying that come to the attention of the district, either formally or informally. Depending upon the frequency and severity of the conduct, appropriate responses to violations of this policy may include intervention, counseling, correction, discipline and/or referral to law enforcement to remediate the impact on the victim and the climate, and to change the behavior of the perpetrator. Child abuse shall be reported to law enforcement or Child Protective Services, as required by law, and criminal misconduct will be reported to law enforcement. Students, staff, district contractors or volunteers who engage in harassment, intimidation or bullying will receive appropriate discipline, sanctions or other appropriate interventions. Other school visitors who engage in this conduct will have their access to school

property and activities restricted, and their actions will be reported to the proper authorities, as appropriate.

False reports or retaliation for harassment, intimidation or bullying also constitute violations of this policy. Coercion, discrimination or reprisals taken against persons filing complaints or persons acting as witnesses to complaints shall result in appropriate disciplinary action or sanctions according to district policy or other applicable laws or regulations. Persons who knowingly file false allegations or report or corroborate false allegations shall also be subject to appropriate disciplinary action or sanctions according to district policy or other applicable laws or regulations.

In accordance with applicable laws and regulations, students, parents, staff, volunteers and other interested parties shall be informed of this policy and the accompanying regulation pertaining to the filing of complaints. The policy shall be posted in each district building and information regarding it will be provided in student, staff, volunteer and parent handbooks. District employees and volunteers will be provided with appropriate information on the recognition and prevention of harassment, intimidation and bullying and their rights and responsibilities under this policy.

Annually, for the first three years after adoption of this policy, the superintendent or designee shall convene an ad hoc committee composed of representatives of certificated and classified staff, volunteers, students and parents to review the use and efficacy of this policy and regulation. The superintendent's designated compliance officer will be included in the committee. The superintendent shall make an annual report to the board reviewing the use and efficacy of this policy and related regulations. This report will include recommendations for changes to the policy and regulation, if applicable. The superintendent is encouraged to involve staff, students, volunteers and parents in the review process.

Cross-references:	Policy 3200	Student Rights and Responsibilities
	Policy 3205	Safety & Civility in Schools
	Policy 3210	Nondiscrimination
	Policy 3240	Student Conduct
	Policy 3241	Classroom Management, Corrective Action or Punishment
	Policy 5265	Nondiscrimination
	Policy 5266	Sexual Harassment

Legal Reference:	RCW 28A.300.285	Harassment, intimidation, and bullying prevention policies
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Adoption Date: 1/13/05