

PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

The District is committed to a safe and civil educational environment for all students that is free from harassment, intimidation or bullying. Harassment, intimidation and bullying of students, by the school community is prohibited and considered serious misconduct.

Definitions:

- School community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and/or other visitors.
- “Harassment, intimidation or bullying” means any intentionally written message or image - including those that are electronically transmitted, (cyberbullying), 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.
- Harassment, intimidation or bullying can take many forms including, but not limited to; slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, hazing or humiliation, threats or other written, oral, physical or electronically transmitted messages or images.
- The person who is the subject of this type of behavior is referred to as the Targeted Student.
- The person(s) engaging in this behavior is referred to as the Aggressor(s).

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 and weight. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

It is the intent of the Board of Directors that this policy complies with the requirements of Substitute House Bill 2801 as adopted by the 2010 regular session of the state legislature. 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.

It is the policy of the District to create and maintain a safe, civil, respectful and inclusive learning community and shall be implemented in conjunction with comprehensive training of students and staff. Volunteers will be provided a handbook addressing expectations for harassment, intimidation and bullying. The District will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the District will seek partnerships with families, law enforcement and other community agencies.

It is the policy of the District to immediately intervene when bullying behavior is observed or determined to have occurred. Interventions are designed to remediate the impact on the targeted student(s), other students affected by the violation, to change the behavior of the aggressor, 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, education, correcting behavior and discipline, to law enforcement referrals.

It is the policy of the District that retaliation is prohibited and is serious misconduct. 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 make false allegations of harassment, intimidation, and bullying. No school employee, student or volunteer may engage in reprisal, retaliation or false accusation against a targeted student, witness, or one with reliable information about an act of harassment, intimidation or bullying.

It is the policy of the District that all reported incidents, formal or informal, meeting the definition of bullying as articulated in this policy shall be documented in writing. The superintendent will appoint a compliance officer as the primary District contact to receive copies of these documents and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the District. The superintendent is authorized to direct the implementation of procedures addressing the elements of this policy. Further, the superintendent shall make an annual written report to the Board, documenting the number and type of incidents of bullying that have been reported and the number of allegations found to be true.

It is the policy of the District that if reasonable cause exists to believe a crime has been committed, the incident shall be reported to law enforcement by the administrator. The District's disciplinary action shall be separate and independent from any action that may follow from the criminal justice system.

It is the policy of the District that parents of targets and aggressors are to be notified of incidents of verified acts of bullying, unless there is a legal basis not to make such notification.

It is the policy of the District that a student who has been the subject of a verified act of bullying will be provided appropriate interventions. The aggressor(s) may be involuntarily relocated to another class or session. If the reported act of bullying creates the threat of immediate physical harm to the target, the aggressor shall be subject to appropriate immediate discipline.

It is the policy of the District that investigations of allegations of this behavior shall be timely. The staff assigned to investigate will have reviewed this policy and procedure and have appropriate training for its implementation.

A school employee, student or volunteer who has witnessed, or has reliable information that a student has been subjected to harassment, intimidation or bullying, whether verbal or physical, is encouraged to report such incident to an appropriate school official. A school employee, student or volunteer who promptly reports an incident of harassment, intimidation or bullying to an appropriate school official, and who makes this report in compliance with the procedures in the District and this District policy prohibiting bullying, intimidation or harassment, is immune from any cause of action for damages arising from any failure to remedy the reported incident.

Cross References: Policy 3200	Rights and Responsibilities
Policy 3210	Nondiscrimination
Policy 3240	Student Conduct
Policy 3241	Classroom Management, Corrective Action and Punishment
Policy 6590	Sexual Harassment

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. Depart. of Education Dear Colleague Letter, 2010
<http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.html>

Management Resources:	<i>Policy News</i> , December 2010	Harassment, Intimidation and Bullying Policy Strengthened
	<i>Policy News</i> , April 2008	Cyberbullying Policy Required
	<i>Policy News</i> , April 2002	Legislature Passes and Anti-Bullying Bill

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