

PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

The district is committed to a safe and civil educational environment for all students, employees, **parents/legal guardians**, volunteers and patrons, **that is** 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 *any characteristic in RCW 9A.36.080(3)*, (race, color, religion, ancestry, national origin, gender, sexual orientation **including gender expression or identity**, ~~or~~ mental or physical disability), or other distinguishing characteristics, when an act:

- Physically 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.

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,~~gender identity and marital 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).

Behaviors/Expressions

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, threats or other written, oral, physical or electronically transmitted messages or images. *“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.

Training

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful and inclusive learning community and ~~is to~~ **shall** be implemented in conjunction with comprehensive training of staff and volunteers. ~~, including the education of students in partnership with families and the community. This policy is to be implemented in conjunction with the Comprehensive Safe Schools Plan that includes prevention, intervention, crisis response, recovery and annual review. Employees, in particular, are expected to support the dignity and safety of all members of the school community.~~

~~Depending upon the frequency and severity of the conduct, intervention, counseling, correction, discipline and/or referral to law enforcement will be used to remediate the impact on the victim and the climate and change the behavior of the perpetrator. This includes appropriate intervention, restoration of a positive climate and support for victims and others impacted by the viola-~~

tion. False reports or retaliation for harassment, intimidation and bullying also constitute violations of this policy.

The superintendent is authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components of procedure 6590, Sexual Harassment.

Prevention

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.

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, and 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 superintendent will appoint a compliance officer as the 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 will be communicated throughout the district.

The superintendent is authorized to direct the implementation of procedures addressing the elements of this policy.

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

Adoption Date:

School District Name

Revised: 04.02; 10.07; 04.08; 12.10

Classification: Essential