

STUDENTS

Prohibition of Harassment, Intimidation, or Bullying

The District is committed to a safe and civil educational environment for all students, employees, parents/guardians, volunteers and community members that is free from harassment, intimidation, or bullying. Harassment, intimidation, or bullying means any intentional electronic, written, verbal, or physical act that:

- Physically harms a student or damages the student's property;
- Interferes with a student's education;
- Creates an intimidating or threatening educational environment;
- Substantially disrupts the orderly operation of the school or school-related activity.

The act of harassment, intimidation, or bullying may be motivated by a variety of characteristics including, but not limited to, race, religion, creed, national origin, gender expression, sexual orientation, or the presence of a real or perceived disability. Other distinguishing characteristics can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

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

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

Behaviors/Expressions

This policy recognizes that 'harassment,' 'intimidation,' and 'bullying' are separate but related behaviors. Each must be addressed appropriately. The accompanying procedure differentiates the three (3) behaviors.

Harassment, intimidation, or bullying can take many forms including but not limited to: 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 will be implemented in conjunction with comprehensive training of staff and volunteers.

Prevention

The district will provide students with strategies intended to prevent harassment, intimidation,

and bullying. In its efforts to support students with prevention strategies, 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 address 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.

Students with Individual Education Plans or Section 504 Plans

If allegations are made that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the target of harassment, intimidation, or bullying, the school will convene the student's IEP or Section 504 team to determine whether the incident had an impact on the student's ability to receive a free, appropriate public education (FAPE). During the meeting, the team will evaluate issues such as the student's academic performance, behavioral issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE as a result of the harassment, intimidation, or bullying incident, the district will provide all necessary additional services and supports, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

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 2161	Special Education and Related Services for Eligible Students
	Policy 3200	Rights and Responsibilities
	Policy 3205	Sexual Harassment of Students Prohibited
	Policy 3210	Nondiscrimination

Policy 3211
Policy 3241
Policy 5011

Gender Inclusive Schools
Student Discipline
Sexual Harassment

Legal References:

RCW 28A.300.285

Harassment, intimidation and
bullying prevention policies-Model
policy and procedure-Training
materials-Posting on website –
Rules-Advisory committee

RCW 28A.640.010

Purpose – Discrimination Prohibited

RCW 28A.642.010

Discrimination prohibited -

Definitions

WAC 392-190-059

Harassment, intimidation and
bullying prevention policy and
procedure – School Districts

Management Resources:

2019 – August Policy Alert

2019 – July Issue

2014 – December Issue

2010 – December Issue

2008 – April Issue

2002 – April Issue

Office for Civil Rights Dear

Colleague Letter;

Responding

to Bullying of Students with

Disabilities (OCR

10/21/2014)

Date: 6/24/02; 5/23/05; 7/21/08; 1/24/11; 3/23/15; 3/02/17; 9/19/19.