

**Harassment, Intimidation, Initiations, Hazing, Bullying Cyber Bullying or Threats**

The district is committed to a safe and civil educational environment for all students, employees, volunteers, and patrons, free from harassment, intimidation, initiations, bullying, cyber bullying or threats. This means any intentional written, verbal, or physical act, including, but not limited to one, shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, mental or physical disability, or other distinguishing characteristics when the intentional written, verbal, or physical act: a) physically harms a student or damages the student's property; or b) has the effect of substantially interfering with a student's education; or c) is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or d) has the effect of substantially disrupting the orderly operation of the school is strictly prohibited.

Initiation and/or hazing of students is strictly prohibited.

Written or verbal threats of bodily harm to students and staff or threats of destruction of personal property will be taken very seriously.

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 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). An act of harassment, intimidation or bullying may be committed through the use of a land line, cell phone, computer, the internet or other electronic means.

Any student making a threat, regardless of intent, or anyone involved in harassment, intimidation, initiations, or bullying, shall be subject to appropriate disciplinary action, which may include a parent conference, counseling, suspension, reporting to law enforcement authorities, and/or expulsion from school. False reports or retaliation for harassment, intimidation or bullying also constitute violations of this policy.

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.

Legal References: 20 U.S.C. § 1681, et seq. Title IX of the Educational Amendments  
34 CFR Part 106  
I.C. § 67-5909 Acts Prohibited  
18-33021

Policy History:

Adopted on: August 13, 2007

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