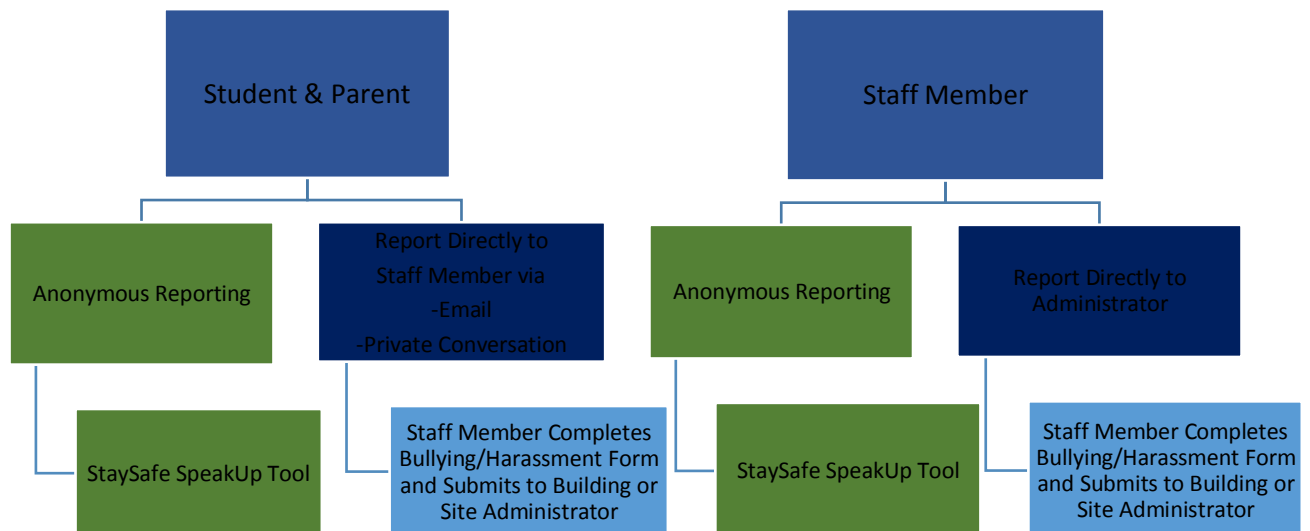


Bullying, Harassment, and Intimidation FAQ Sheet

Definition

Bullying, harassment, or intimidation includes any **intentional, persistent, and repetitive** written, verbal, graphic, electronically submitted, or physical act that a student or group of students exhibits toward another student and the behavior both: a). causes mental or physical harm to the other student, **AND** b). is sufficiently severe that it creates an intimidating, threatening, or abusive educational environment for the victim.

Options available for reporting bullying, harassment, or intimidation



FAQ

Where can students and parents find the StaySafe SpeakUp tool?

You can access this resource in two ways. First, there is an icon (with the image of a stop sign) located in the myOLSD portal. Second, there is a button that can be found on the homepage of the district website.

Where can staff members and administrators access the reporting forms?

These forms are located in the Forms System, which can be accessed through the myOLSD portal.

Who does the reporting form get sent to?

Staff forms will be forwarded to your direct supervisor. Administrative investigation forms will be saved on your personal computer until you are done fully investigating and are ready to submit the form. Once it is completed, administrators will submit the form and it will be forwarded to the compliance officer, Randy Wright.

As a staff member, when do I fill out the reporting form?

Staff members should fill out the reporting form in the following instances:

- *A bullying, harassment, or intimidation complaint is brought to your attention by a student or parent.*
- *You witness an incident involving students or staff members that falls within the definition of bullying, harassment, or intimidation.*
- *You are the victim of bullying, harassment, or intimidation in the workplace.*

When does bullying, harassment, or intimidation become a Title VI or Title IX issue?

The Department of Education recognizes protections from civil rights violations based on race, color, national origin, sex, disability, or age. If bullying, harassment, or intimidation is occurring based on any of these categories, a complaint of discrimination can be filed at the federal level. Title VI specifically refers to race, color, national origin, ethnicity, and ancestry; Title IX applies to discrimination on the basis of sex.

When looking at the definition of bullying, harassment, and intimidation, it mentions the behavior needs to be “intentional, persistent, and repetitive,” how do we know when it gets to that level of severity?

It is important to keep in mind the second half of the definition. Actions need to cause harm to the student and create an intimidating, threatening, or abusive educational environment. Thus, some actions will be sufficiently severe that they don't need to happen multiple times for it to rise to the level of bullying, harassment, or intimidation. The key is whether the actions are denying or limiting a student's ability to participate in or benefit from educational programs or activities. Is a hostile environment being created for the student? Specific examples can be provided, but using your best professional judgement is important to keep all of our students safe and accountable in these instances.