

PROHIBITION OF HARASSMENT, INTIMIDATION, AND BULLYING

The District is committed to a safe and civil workplace/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 — 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 an employee or damages the employee’s property.
- Has the effect of substantially interfering with the workplace/educational environment.
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening workplace/educational environment.
- Has the effect of substantially disrupting the orderly operation of the workplace/educational environment.

Nothing in this section requires the affected employee 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).

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.

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/Prevention

This policy is a component of the District’s responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and shall be implemented in conjunction with comprehensive training of staff and volunteers.

The District will provide employees with strategies aimed at preventing harassment, intimidation and bullying.

Interventions

Interventions are designed to remediate the impact on the targeted individual and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive workplace/educational environment and climate.

The District will consider the frequency of incidents and severity of the conduct in determining intervention strategies. Interventions will range from education, training and mediation, 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 5010 Policy 5275	Nondiscrimination and Affirmative Action Sexual Harassment of or by Employees
Legal Reference:	RCW 28A.300.285	Harassment, intimidation and bullying prevention policies

Adoption Date: May 2, 2012