

COUNCIL POLICY

DISTRICT: Washington

SCHOOL: North

TITLE
Bullying/Harassment

POLICY STATEMENT

Purpose:

It is the intent of North Washington Elementary School to provide a safe and equitable learning environment for all students and staff. Therefore, harassment, discrimination or bullying of any kind will not be tolerated and will be addressed using the following guidelines and procedures below.

Bullying Defined:

Bullying refers to any intentional act by a student or groups of students directed against another student to ridicule, humiliate, or intimidate the other student while on school grounds, or at a school sponsored activity, which acts are repeated against the same student over time.

(As defined in Board Policy 09.422)

PROHIBITED CONDUCT

The use of lewd, profane, or vulgar language is prohibited. In addition, students shall not engage in behaviors such as hazing, bullying, menacing, taunting, intimidating, verbal or physical abuse of others, or other threatening behavior. This policy extends to any/all student language or behavior including, but not limited to, the use of electronic or online methods. Such behavior is disruptive of the educational process and interferes with the ability of other students to take advantage of the educational opportunities offered.

(As defined in Board Policy 09.422)

Examples of conduct and/or actions that could be considered a violation of this policy include, but are not limited to:

1. Derogatory nicknames, slurs, demeaning stories, jokes, or pictures relating to any of the protected categories listed in the definition of harassment/discrimination or bullying contained in this policy;
2. Unwanted touching, sexual advances, and spreading rumors;
3. Implied or overt threats of physical violence or acts of aggression or assault based on any of the protected categories;
4. Inappropriate or disrespectful written comments, pictures, threats, etc. through social media such as Facebook, email, etc.
5. Seeking to involve students with disabilities in antisocial, dangerous or criminal activity where the students, because of disability, are unable to comprehend fully or consent to the activity.
6. Destroying or damaging an individual's property based on any of the protected categories.

Guidelines

Employees are expected to take reasonable and prudent action in situations involving student welfare and safety, including following District policy requirements for intervening and reporting to the Principal (or immediate supervisor) those situations that threaten, harass, or endanger the safety of students, other staff member, or visitors to the school or district. (Form 09.422 AP.21)

Students who believe they have been a victim of an act of harassment/discrimination/bullying or who have observed other students being victimized shall, as soon as reasonably practicable, inform the principal or assistant principal of the allegation. The following procedures will be administered for each allegation at North Washington Elementary School. (Form 09.422 AP.21)

Disciplinary Action

Students who engage in harassment/discrimination or bullying of another student or staff member of any kind shall be subject to disciplinary action, including but not limited to suspension and expulsion. If no determination of the investigation is found, the alleged student will be given a verbal and written notification that another student has claimed harassment, discrimination or bullying toward them. The alleged student will be informed that information is being collected and that they are under investigation for the alleged actions. All information is entered into the discipline file in the administrative office of North Washington. Parents of both parties will be informed of the allegations and made aware of any actions that will be implemented pending the severity of the allegation.

- **No determination** --- Notification of accusation is provided and entered into the computer disciplinary file only. Parents/guardians are informed.
- **Determination** --- Corrective action plan implemented and school discipline code followed according to severity of determined violation. See attached matrix.

Date Adopted: 1/28/2015

Date of Most Recent Review/Update: July 2017