
NOTIFICATION OF THREATS OF VIOLENCE OR HARM: 3208

Students and school employees who are subjects of threats of violence or harm shall be notified of the threats in a timely manner and in the parent/guardian's preferred language.

"Threats of violence or harm" means direct or indirect communications by any means of the intent to inflict physical harm upon a specific individual or individuals or that place a person in fear of the imminent likelihood of serious harm whether communicated directly to the target or via a third party by any means.

Building-directed threats of violence or harm are direct or indirect communications by any means of the intent to cause damage to a school building or school property (e.g., bomb threats), or to harm students, employees, volunteers, patrons or visitors.

Parents shall be included in the notifications to students who are subjects of threats of violence or harm. Timing and details of the notice shall be as extensive as permitted by the federal Family Educational Rights and Privacy Act, other legal limitations, and the circumstances.

The District shall address threats of violence or harm in a manner consistent with the District's School-Based Threat Assessment Policy and Procedure; Emergencies Policy, safety policies and comprehensive safe school plans.

Persons found to have made threats of violence or harm against District property, students, employees or others will be subject to relevant District discipline policies and will be referred to appropriate community agencies including law enforcement and mental health services. District staff shall work with in-district and community-based professionals and services in all relevant disciplines to address those making the threats of violence or harm, and those threatened. Necessary information about the person making the threat shall be communicated by the principal to teachers and staff, including security personnel.

State law provides the District, school district directors and District staff with immunity from liability for providing notice of threats in good faith. Persons who make a knowingly false notification of a threat are subject to appropriate District discipline policies and may be referred for prosecution.

The Superintendent/designee shall develop and implement procedures consistent with this policy.

Cross References:	Administrative Policy – 3240	Student Conduct
	Administrative Policy – 3225	School-Based Threat Assessment
	Administrative Policy – 3241	Discipline and Corrective Action for Student Misconduct
	Administrative Policy – 3432	Emergencies
	Administrative Policy – 4311	School Resource Officer

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	Administrative Policy – 3226	Interviews and Interrogations of Students on School Premises
Legal References:	RCW 28A.320.128	Notice and disclosure policies–Threats of violence–student conduct–Immunity for good faith notice–Penalty
	WAC 392-400	Pupils
	20 U.S.C. § 1232g	FERPA
	34 C.F.R. Part 99	FERPA Regulations