

## Our Commitment to the School Community:

Puyallup School District is committed to a safe and civil educational environment for all students, employees, parents/guardians, volunteers and patrons, that is free from harass-



## Useful Websites:

[puyallup.k12.wa.us/pages/departments/equity](http://puyallup.k12.wa.us/pages/departments/equity). This is the anti-harassment page of the Puyallup School District website.

**StopBullying.gov** This U.S. government website is managed by the departments of Health & Human Services, Education and Justice. There are materials for both students and adults.

*We recognize that bullying is a widespread and persistent problem that can happen anywhere despite education and prevention efforts. We ask you to partner with us to address this problem and to ensure that our schools are safe and positive places for growing and learning.*

*The complete policy and procedure, including report forms, can be viewed on the District website under [puyallup.k12.wa.us/pages/departments/equity](http://puyallup.k12.wa.us/pages/departments/equity).*

*Hard copies can also be obtained from your school or the District Office.*



PUYALLUP  
SCHOOL DISTRICT  
*A Tradition of Excellence*

302 2nd Street SE · Puyallup, WA 98372



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## Harassment, Intimidation and Bullying Policy and Procedures Summary



## Definition of Harassment, Intimidation and Bullying:

“Harassment, intimidation or bullying” means any intentional electronic, written, verbal, or physical act, including but not limited to those shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, mental or physical disability or other distinguishing characteristics, when such an act:

- Physically or emotionally harms a student or damages the student's property; or
- Has the effect of substantially interfering with a student's education; or
- Has the effect of substantially disrupting the orderly operation of the school.

## What makes bullying different from other incidents where students may be hurt?

- **There is an imbalance of power.** People who bully use their power to control or harm, and the people being bullied may have a hard time defending themselves.
- **Intent to cause harm.** Actions done by accident are not bullying; the person bullying has a goal to cause harm.
- **Repetition.** Incidents of bullying happen to the same person over and over by the same person or group.

## How do we address bullying?

- **Teach/inform students:** Students are given age-appropriate information about bullying, prevention strategies, and ways to identify and report bullying. Each school displays information about how to report bullying, including the reporting forms.
- **Staff training:** Staff receives annual training on the District's policy and procedures including staff roles and responsibilities, how to monitor common areas, and the use of the District's incident reporting forms.
- **School Compliance Officer:** Each school has a designated compliance officer to oversee the implementation of anti-harassment policies and procedures. Contact your school for more information.
- **District Compliance Officer:** Gerald Denman, 253-840-8966, [denmange@puyallup.k12.wa.us](mailto:denmange@puyallup.k12.wa.us). The District Compliance Officer oversees implementation across the district and

## How can you report bullying?

You can report bullying to any school staff member or the District Compliance Officer. Reports can be filed anonymously. Each school office has reporting forms. They are also available on the Puyallup School District website [puyallup.k12.wa.us/pages/departments/equity](http://puyallup.k12.wa.us/pages/departments/equity).

## What happens after bullying is reported?

Each situation is different. Sometimes a report can be followed by quick intervention and resolution. These situations typically do not meet the definition of bullying.

When an incident or series of incidents meets the definition of bullying a designated staff member conducts an investigation and follows a specific timeline described in the procedures. The investigation includes interviews and notification of parents of both the alleged aggressor and the targeted student. If the outcome of the investigation indicates that bullying has occurred, consequences may be assigned and a plan is developed which includes follow-up.

If allegations are proven that a student with an IEP or 504 Plan has been the target of harassment, intimidation or bullying, and the IEP or 504 team determines that the student is not receiving FAPE (free, appropriate public education) as a result of the HIB, the team will provide remedies as deemed necessary regardless of whether the

