

## **PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING: 3207**

The District is committed to a safe and civil educational environment for all students, employees, volunteers and patrons free from harassment, intimidation or bullying. Harassment, intimidation or bullying means any intentional transmission of an electronic or written message or image, or any verbal or physical act, including but not limited to one shown to be motivated by any characteristic of race, color, ancestry, national origin or ethnicity, religion or creed, age, sex or gender, sexual orientation or including gender expression or identity, marital or family status, military or veteran status, physical, sensory or mental disability, or that is based on any other class or distinguishing characteristic protected by Federal or State anti-discrimination laws, when the intentional electronic, written, verbal, or physical act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s). Nothing in this policy requires the affected person to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

“Other distinguishing characteristics” may include but are not limited to physical appearance, clothing or other apparel, socioeconomic status or weight.

Harassment, intimidation or bullying may take many forms including, but not limited to: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks, threats, gestures or acts relating to an individual or groups, whether transmitted by electronic or written messages or images, or transmitted orally or physically.

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 and Prevention**

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

District students, employees, volunteers and parents will be provided with appropriate information on the recognition and prevention of harassment and their rights and responsibilities under this policy. The District will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the district will seek partnerships with families, law enforcement and other community agencies. Materials educating students, staff, and parents about the seriousness of cyberbullying shall be disseminated and/or made available on the District’s website. Guidelines regarding appropriate boundaries and

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boundary invasion, including appropriate communication via electronic devices, shall be disseminated to new employees and regular volunteers at the time of orientation and at least every three (3) years thereafter.

The Superintendent or designee shall develop procedures to implement this policy, which shall include the provision of age-appropriate information and education regarding this policy.

### **Intervention**

Students, staff, or District contractors who engage in harassment, intimidation or bullying will receive appropriate discipline, sanctions, or other appropriate interventions. Other school visitors who engage in this conduct will have their access to school property and activities restricted, and their actions will be reported to the proper authorities, as appropriate. The District will consider the frequency and severity of the conduct, and the developmental age of the student(s) involved in determining appropriate intervention strategies. Interventions may include counseling, corrective action, discipline and/or referral to law enforcement to remediate the impact on the victim and the climate, and to change the behavior of the perpetrator. Allegations of criminal misconduct will be reported to law enforcement, and suspected child abuse will be reported to law enforcement or Child Protective Services, as required by law. The goals of this policy include appropriate intervention, restoration of a positive climate, and support for victims and others impacted by the violation.

### **Students with Individual Education Plans or Section 504 Plans**

If allegations are proven that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the target of harassment, intimidation or bullying, the school will convene the student's IEP or Section 504 team to determine whether the incident had an impact on the student's ability to receive a free, appropriate public education (FAPE). The meeting should occur regardless of whether the harassment, intimidation or bullying incident was based on the student's disability. During the meeting, the team will evaluate issues such as the student's academic performance, behavioral issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE as a result of the harassment, intimidation or bullying incident, the district will provide additional services and supports as deemed necessary, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

### **Retaliation/False Allegations**

It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying. Coercion, discrimination, or reprisals taken against persons filing complaints or persons acting as witnesses to complaints shall result in appropriate disciplinary action or sanctions according to District policy or other applicable laws or regulations.

False reports for harassment, intimidation or bullying also constitute violations of this policy. Students or employees will not be disciplined for making a report in good faith. However, persons who knowingly file false allegations, or report or corroborate false allegations, shall also

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be subject to appropriate disciplinary action or sanctions according to District policy or other applicable laws or regulations.

### **Dissemination**

In accordance with applicable laws and regulations, students, parents, staff, volunteers, and other interested parties shall be informed of this policy and the accompanying procedures pertaining to the filing of complaints. The policy shall be posted in each District building, on the District's website and referenced or reproduced in each student, staff, volunteer, and parent handbook.

### **Compliance Officer and District-Level Oversight**

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 in pertinent publications and on the District website.

Complaints regarding student-to-student misconduct shall be investigated at the building level by the principal/designee, with support from the principal's immediate supervisor and the District Compliance Officer as needed.

Cross References:	Administrative Policy – 2161	Special Education and Related and Related Services for Eligible Students
	Administrative Policy – 3200	Student Rights and Responsibilities
	Administrative Policy – 3205	Sexual Harassment of Students Prohibited
	Administrative Policy – 3210	Nondiscrimination
	Administrative Policy – 3211	Transgender and Gender-Nonconforming Students
	Administrative Policy – 3240	Student Conduct
	Administrative Policy – 3241	Corrective Action for Student Misconduct
	Administrative Policy – 5011	Sexual Harassment of District Staff Prohibited
	Administrative Policy – 5266	Harassment – Employees

Legal Reference:	RCW 28A.300.285	Harassment, intimidation and bullying prevention policies
	WAC 392-190-059	Harassment, intimidation and bullying prevention policy and procedure – School districts.

### **Management Resources:**

<i>Policy News</i> , April 2002 -	Legislature Passes Anti-Bullying Bill
<i>Policy News</i> , April 2008 -	Cyberbullying Policy Required Related Forms
<i>Policy News</i> , Dec., 2010 -	Harassment, Intimidation and Bullying Policy Strengthened

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Previously Adopted or Revised – 11/10/09; 3/9/10

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Office of Civil Rights -

Dear Colleague Letter: Responding to  
Bullying of Students with Disabilities  
(OCR) 10/21/14)