

Our Commitment to the School Community

- The 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 harassment, intimidation and bullying.
- Each year students receive age-appropriate information in the recognition and prevention of harassment, intimidation or bullying.
- All staff members are trained annually on the District's policy and procedures including staff roles and responsibilities. Staff are trained and expected to intervene when witnessing or receiving reports of harassment, intimidation, or bullying.
- Each secondary school has staff members who are specifically trained in the Safe Zone program. Any student needing social and emotional support can connect directly with a Safe Zone trained staff member at any of the identified Safe Zone locations in each of the junior high or high schools.



Puyallup School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

Contacts:

These employees are designated to handle questions/complaints of alleged discrimination:

- ◇ Civil Rights Compliance Coordinator: Dr. Gordon Brobbey brobbg@puyallupsd.org; (253) 840-8863
- ◇ 504/ADA Coordinator: Almai Malit malitAA@puyallupsd.org; (253) 840-8966
- ◇ Title IX Coordinator **(Students)**: Dr. Gordon Brobbey brobbg@puyallupsd.org; (253) 840-8863
- ◇ Title IX Coordinator **(Staff)**: Amie Brandmire brandmah@puyallupsd.org; (253) 841-8666

Address: 302 2nd Street SE Puyallup, WA 98372

The complete policy and procedure, including the reporting form, can be found on the District website:

<https://www.puyallupsd.org/about-us/hib>

Hard copies can also be obtained from the District office or any school.

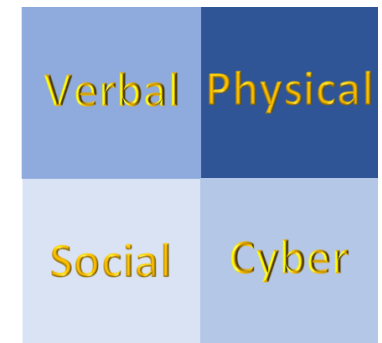
For more information please also reference the following policies:

*Sexual Harassment of Students Prohibited- Policy 3205
Nondiscrimination- Policy 3210
Gender-Inclusive Schools- Policy 3211*



Harassment, Intimidation and Bullying Policy and Procedure Summary

The Puyallup School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

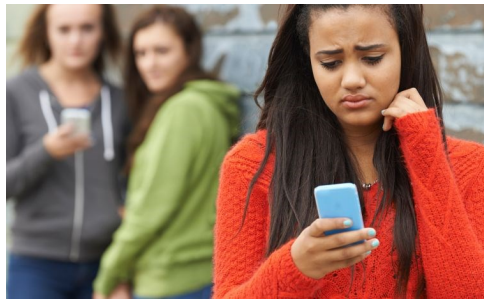


Harassment, Intimidation and Bullying

“Harassment, intimidation or bullying” means any intentional electronic, written, verbal, or physical act, including but not limited to, one shown to be motivated by any characteristic in RCW 28A.640.010 and 28A.643.010, or other distinguishing characteristics, when an act:

- *Physically harms a student or damages the student’s property;*
- *Has the effect of substantially interfering with a student’s education;*
- *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.*

Conduct that may rise to the level of 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 or threats, gestures, or acts relating to an individual or group whether electronic, written, oral, or physically transmitted messages or images. “Other distinguishing characteristics” can include, but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight. There is no requirement that the targeted student actually possess the characteristic that is the basis for the harassment, intimidation, or bullying.



Definitions

Harassment– any malicious act, which causes harm to any person’s physical well being. It can be discriminatory harassment, malicious harassment, or sexual harassment.

Intimidation– implied or overt threats of physical violence.

Bullying– unwanted aggressive behavior(s) by another youth or group of youths that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.

Reporting

You can report harassment, intimidation and bullying to any school staff member or the District Compliance Officer. Reports can be filed anonymously. Each school staff member has access to reporting forms or they can be found in the school office and on the District website: <https://www.puyallupsd.org/about-us/hib>

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 District 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.

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the aggressor and to restore a positive school climate.

If allegations are proven that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the aggressor or 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 will occur regardless of whether the harassment, intimidation, or bullying incident was based on the student’s disability. If it is determined that the student is not receiving FAPE, the district will provide additional services and supports as deemed necessary by the team.

