

## NOTIFICATION OF THREATS OF VIOLENCE OR HARM

Students and school employees who are subjects of threats of violence or harm shall be notified of the threats in a timely manner. Parents shall be included in notifications to students who are subjects of threats of violence or harm. If there is a specific and significant threat to the health or safety of a student or other individuals, the district may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act (FERPA), other legal limitations, and the circumstances.

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.

The district will assess and address potential threats of violence or harm in a manner consistent with the district's threat assessment policy, other safety policies and comprehensive safe school plans.

If the district determines a person poses a threat of violence or harm to students, employees or others, the district may administer relevant district discipline policies and procedures and may refer 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 areas of expertise to address threats of violence or harm, those threatened and those making the threats. 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 is directed to develop and implement procedures consistent with this policy.

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### Cross References:

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|-------------------|---|
| 2162 -            | Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973 |
| 2161 -            | Special Education and Related Services for Eligible Students                                |
| 3143 -            | District Notification of Juvenile Offenders   |
| Board Policy 3207 | Prohibition of Harassment, Intimidation and Bullying  |
| Board Policy 3241 | Student Discipline  |
| Board Policy 5281 | Disciplinary Action or Discharge  |

Board Policy 6513      Workplace Violence Prevention  
3225 –                      Threat Assessment

Legal References:

|                   |   |
|-------------------|---|
| RCW 28A.320.128   | Notice and disclosure policies — Threats of violence —<br>student conduct — Immunity for good faith notice —<br>Penalty |
| WAC 392-400       | Pupils  |
| 20 U.S.C. § 1232g | Family Educational Rights and Privacy Act   |
| 34 C.F.R. Part 99 | FERPA Regulations   |

Management Resources:

|                                    |                                 |
|------------------------------------|---------------------------------|
| 2019 – December Policy Issue       |                                 |
| 2018 – December Policy Issue       |                                 |
| 2010 - February Issue              |                                 |
| <i>Policy News</i> , February 2003 | Threats Policy Due in September |

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