

CONFIDENTIALITY:

- To the greatest extent possible, complaints will be treated as confidential.
- Limited disclosure may be necessary to complete a thorough investigation.

RETALIATION AND FALSE CHARGES:

- Retaliation is prohibited against any person who reports or is thought to have reported a violation, files a complaint, or otherwise participates in an investigation or inquiry. Such retaliation shall be considered a serious violation of Board policy, whether or not a complaint is substantiated.
- False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.



To report acts of harassment, intimidation, threats or bullying, contact your school's Nondiscrimination Coordinator:

_____ Name

_____ Phone Number

*For more information, please contact GFPS Non-Discrimination Coordinators:
 Lance Boyd, East Region Executive Director of Student Achievement
 268-6008
 Luke Diekhans, Director of Human Resources
 268-6011*



RESPECT FOR ALL

Regardless of...

- The color of their skin
- Their Religion
- If they are a boy or girl
- If they have a disability
- If they talk differently than you
- If they are fat or skinny
- If they have a different family situation than you do
- If they have more or less money, toys or items than you do
- If they have more or less money, toys, or items than you do
- If they wear clothes that are different than yours
- How old they are



GREAT FALLS PUBLIC SCHOOLS

RESPECT FOR ALL GUIDELINES

IMPORTANT INFORMATION ABOUT HARASSMENT FOR K-6 STUDENTS, PARENTS AND EMPLOYEES



Department of Human Resources
 406-268-6010
 July 2024

At Great Falls Public Schools, we believe...

- **Everyone has the right to feel safe and comfortable at school.** We make that happen by:
 - Respecting each other as people
 - Respecting our own property and the property of others
 - Treating others with kindness
- **Everyone has a right to a positive and productive learning environment.** We do that by:
 - Respecting school rules
 - Being responsible
 - Being prepared to learn

At our school, we...

- DO treat others like we would like to be treated ourselves
- DO follow our school rules
- DO help others when they need it
- DO include students who are left out
- DO tell adults if something is happening that we are concerned about

At our school, we...

- DO NOT harass or tease others
 - These are negative acts committed by someone to another person (physical, written, spoken, gestured)
- DO NOT intimidate others
 - These are actions or words that serve to trouble, scare or frighten another person.
- DO NOT threaten others
 - These are actions or words that make others feel they are in danger
- DO NOT bully others
 - These are aggressive behaviors that are intentional and that involve an imbalance of power. Most often, it is repeated over time.



WHAT SHOULD YOU DO IF YOU ARE BEING HARASSED, INTIMIDATED, THREATENED OR BULLIED OR YOU ARE A WITNESS OR KNOW ABOUT IT HAPPENING TO SOMEONE ELSE?

- Tell an adult:
 - Your Parents
 - Your teacher, any teacher or the principal
 - Your counselor
 - The secretary
 - An aide
 - Any adult...they care about you!
- You can write it in a note or you can talk to an adult about it
- Tell an adult right away so they can make it stop and find out more about it right away

WHAT WILL THE ADULT DO ONCE THEY HAVE BEEN TOLD?

- Listen very carefully to what you have to say.
- They may talk to other people about what they have seen or heard. This will include your parents. The principal will also be notified.
- They will take action to make the behavior stop.
- They will get the other person's side of the story.
- They will figure out what is happening.
- They will take disciplinary action if appropriate.
- They will work to prevent it from happening again, but you should report again if it doesn't stop.

WHAT HAPPENS TO PEOPLE WHO HARASS, INTIMIDATE, THREATEN or BULLY OTHERS?

- People who act in this way will be made to stop by the adults in this school.
- People who act in this way will be appropriately disciplined as outlined in our school and district discipline policies.



Great Falls Public Schools provides equal educational opportunities for all students without regard to race, color, national origin, ancestry, sex, ethnicity, language barrier, religious beliefs, physical and mental handicap or disability, economic or social conditions, or actual or potential marital or parental status.

Great Falls Public Schools prohibits hazing, harassment, intimidation, menacing, or bullying by students, staff, or third parties.

Great Falls Public Schools prohibit sexual harassment in the form of unwelcome advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual or sex-based nature.

These standards are set forth in Board policy, in school rules and in student handbooks.

These standards apply:

- ◆ While the pupil is in school or on school property (which includes parking lots, playgrounds and lawn areas)
- ◆ On the way to and from school
- ◆ Off school grounds at a school-sponsored activity or event or any activity or event which bears a reasonable relationship to school.
- ◆ Anywhere, if the conduct may reasonably be considered to be a threat or an attempted intimidation of a student, staff member and/or guest or an interference with school purposes of an educational function or damage to or destruction of school district property.

