Code: GBB4
Adopted: 12/08
Revised: April 8, 2025

Employee Bullying

The District is committed to a safe and respectful learning and work environment free from bullying. The District prohibits a member of the board of trustees, any employee of the District, including, without limitation, an administrator, principal, teacher, or other staff member or volunteer from engaging in bullying. The District will promptly investigate the allegations and will take disciplinary action when appropriate.

If the alleged bullying could constitute sexual harassment under Title IX, the GBB27 policy and administrative regulations apply rather than the GBB4 policy and administrative regulations.

It is the intent of this policy that all employees and volunteers of the District are entitled to maintain their own beliefs and to disagree respectfully without resorting to violence or bullying. This policy does not advocate nor require the acceptance of differing beliefs in a manner that would inhibit the freedom of expression, but does require that all persons with differing beliefs be free from harassment and abuse.

The superintendent shall use all reasonable means to inform employees that the District will not tolerate bullying. The superintendent will provide for the appropriate training of all employees employed by this District.

The District prohibits retaliation against any employees or volunteers because they made a report of bullying or because they testified, assisted, or participated in the investigation of such a report. Such retaliation is a violation of this policy prohibiting bullying and the District will take disciplinary action when appropriate. This policy applies to all employees, including full-time, part-time, casual/temporary/seasonal, elected officials, as well as volunteers and contract employees, and anyone else on the District's property.