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 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.

When harassment, intimidation, or bullying is alleged to be based in whole or in part on a student's protected class, or when through investigation it appears to be so, and such harassment, intimidation, or bullying is sufficiently persistent or pervasive that it limits or denies a student's ability to participate in or benefit from the District's course offerings, including any educational program or activity (i.e., creates a hostile environment), then another procedure should be used in conjunction to 3207P, 3205P for sexual harassment and/or 3210P for all other forms of harassment intimidation or bullying meeting the definition in this paragraph.

"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 group, whether transmitted by electronic or written messages or images, or transmitted orally or physically.

Ethnic or racially motivated slurs, hate speech, or gestures are per se harassment, intimidation, or bullying that will be investigated through the formal harassment, intimidation, and bullying process and subject to school discipline, if founded.

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.

Adopted under Policy Governance – 12/14/10
Revised – 11/10/09; 03/09/10; 06/28/11; 12/08/15; 08/24/21; 06/10/25

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This policy shall operate in conjunction with other District anti-discrimination policies, including but not limited to those listed in the Cross Reference section below. Nothing in this policy is intended to operate at the exclusion of any other District policy or procedure.

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, staff, volunteers, and parents will be provided with appropriate information on how to recognize, report, and prevent harassment and their respective rights and responsibilities under this policy. The District will provide students with strategies aimed at preventing harassment, intimidation, and bullying. 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 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, safety plans, discipline, and/or referral to law enforcement to remediate the impact on the victim and the climate, and to change the behavior of the aggressor. 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.

The District will respond to all incidents or complaints of possible protected class harassment in a prompt, effective, and appropriate manner to incidents and/or complaints of harassment, intimidation, and bullying. Failure of staff to do so, including the failure to notify administrators of any such incidents or complaints of protected class harassment, violates District policy and Federal or State laws.

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 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, or referenced or reproduced in each student, staff, volunteer, and parent handbook.

Compliance Coordinator and District-Level Oversight

The Superintendent will appoint a HIB Compliance Coordinator 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 HIB Compliance Coordinator 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 or by an assistant principal assigned by the principal. Support will be provided as needed by the District's HIB Compliance Coordinator and the principal's immediate supervisor.

Cross References:	Administrative Policy – 2161	Special Education and Related Services
	Administrative Policy – 3200	Student Rights and Responsibilities
	Administrative Policy – 3205	Sexual Harassment of Students Prohibited
	Administrative Policy – 3210	Nondiscrimination
	Administrative Policy – 3211	Gender-Inclusive Schools

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	Administrative Policy – 3240	Scholar Conduct
	Administrative Policy – 3241	Discipline and Corrective Action for Scholar Misconduct
Legal References:	RCW 28A.300.285	Harassment, intimidation and bullying prevention policies
	WAC 392-190-059	Harassment, intimidation and bullying prevention policy and procedure – School districts.
	WAC 392-190-0555	Discriminatory Harassment