PROHIBITION OF HARASSMENT, INTIMIDATION, AND BULLYING: 3207P

Introduction

The 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.

In order to ensure respect and prevent harm, it is a violation of District policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their 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 other distinguishing characteristics.

All school staff who receives a report, observes, overhears, or otherwise witnesses harassment, intimidation, or bullying must take prompt, effective, and appropriate action to stop the harassment, intimidation, or bullying and to prevent its reoccurrence, regardless of whether a formal written complaint about alleged harassment, intimidation, or bullying is submitted first by reporting the harassment, intimidation, or bullying to their building administrators immediately.

Administrative Policies and Procedures 3207/3207P and 3210/3210P shall apply concurrently to situations where the harassment, intimidation, or bullying is based on a student's protected class. This procedure shall operate in conjunction with other District anti-discrimination policies and procedures, including but not limited to those listed in the Cross Reference section of the corresponding policy. Nothing in this policy is intended to operate at the exclusion of any other District policy or procedure.

Definitions

Respondent is a student, staff member, or other member of the school community who is alleged to have engaged in the harassment, intimidation, or bullying of a student.

Harassment, intimidation, or bullying is an intentional transmission of an electronic or written message or image, or a verbal or physical act that:

- 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.

Conduct that is "substantially interfering with a student's education" will be determined by considering a targeted student's grades, attendance, demeanor, interaction with peers, participation

in activities, and other indicators.

Conduct that may rise to the level of harassment, intimidation, and 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 transmitted by electronic or written messages or images, or transmitted orally, or by a physical act. There is no requirement that the targeted student actually possess the characteristic that is the basis for the harassment, intimidation, or bullying.

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.

Protected Class Harassment is harassment, intimidation, or bullying that is alleged in a complaint or determined in an investigation to be motivated and/or based upon in whole or in part on the targeted student being a member of a protected class and is sufficiently severe, persistent, or pervasive that it limits or denies a student's ability to participate in or benefit from the school district's course offerings, including any educational program or activity (*i.e.,* creates a hostile environment).

Protected Class means harassment, intimidation, and bullying based on in whole or part, related to, or motivated by a student's sex, race, creed, religion, color, national origin, sexual orientation, gender expression, gender identity, honorably discharged veteran or military status, presence of any sensory, mental, or physical disability, or use of a trained dog guide or service animal. Harassment, intimidation, and/or bullying may be based on, related to, or motivated by a protected class when it involves words, symbols, or actions that reasonably suggest that they are motivated by animus towards the protected class or are otherwise intended to use the person's status (or perceived status) in a protected group to harass or intimate them.

Incident Reporting Form [Form 3207(1)] may be used by students, families, or staff to report incidents of harassment, intimidation, or bullying. Forms can be obtained at any District school or at the District office, or on the District's website. However, verbal or other forms of written complaints by students, families, or staff shall be documented and processed in the same manner as if made using the Incident Reporting Form. Staff who receive verbal or other forms of written complaints by students, families, or other staff shall document such complaints using the Incident Reporting Form.

Retaliation occurs when any person (including a school employee, student, or volunteer) harasses, intimidates, bullies, threatens, or otherwise harms any person who has reported an incident of harassment, intimidation, or bullying or who participates in an investigation of such incident.

Staff includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, classified staff, substitute and temporary teachers, volunteers, or paraprofessionals (both employees and contractors).

Complainant is the student targeted for alleged harassment, intimidation, or bullying.

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Relationship to Other Laws

This procedure applies specifically to RCW 28A.300.285 – Harassment, Intimidation, and Bullying prevention. There are other laws and procedures to address related issues such as sexual harassment or discrimination.

At least four Washington laws may apply to harassment or discrimination:

- RCW 28A.300.285 – Harassment, Intimidation and Bullying
- RCW 28A.640.020 – Sexual Harassment
- RCW 28A.642 – Prohibition of Discrimination in Public Schools
- RCW 49.60.010 – The Law Against Discrimination

The District will ensure its compliance with all State laws regarding harassment, intimidation, or bullying. Nothing in this procedure prevents a student, parent/guardian, school, or District from taking action to address harassment or discrimination based on a person's gender or membership in a legally protected class under local, State, or Federal law.

Prevention

Dissemination

In each school and on the District's website the District will prominently post information on reporting harassment, intimidation, and bullying; the name and contact information for making a report to a school administrator, the District HIB Compliance Coordinator, the District Civil Rights Compliance Coordinator, the District Title IX Compliance Coordinator, and the District 504/ADA Compliance Coordinator. The District's policy and procedure will be posted on the District's website in multiple languages. Copies can be printed and obtained at any school, or at the District offices upon request.

Copies of this policy and procedure and appropriate materials on the recognition and prevention of sexual harassment and other harassment, intimidation, and/or bullying, including cyberbullying, sexting, and the dangers of boundary invasion, shall be made available to parents or guardians.

Annually the Superintendent or designee will ensure that the policy and procedure, or a statement summarizing its provisions, is provided in student, staff, volunteer, and parent handbooks, is available in school and District offices and/or hallways, or is posted on the District's website.

Education

Annually, at student orientation sessions and on other appropriate occasions, including upon request, students will receive age-appropriate information on the recognition and prevention of harassment, intimidation, or bullying, including sexual harassment, sexting, and

cyberbullying. The information will include a copy of the Incident Reporting Form or a link/QR to a web-based form. Students will be informed of their rights and responsibilities under this and other District policies and rules and that they will be protected from retaliation for reporting or participating in an investigation of an incident of harassment, intimidation, or bullying.

Training and Monitoring

The District HIB Compliance Officer in conjunction with the Office of the Superintendent and Human Resources will conduct or arrange annual training for new hires and annual training for current employees to ensure that all District employees are kept current on the District's policies and applicable laws.

Periodic trainings for staff on the school district's policy and procedure will include staff roles and responsibilities and how to use the District's Incident Reporting Form.

All District orientation sessions for students, employees, and regular volunteers shall introduce the elements of this policy and procedure (3207, 3207P). Guidelines regarding appropriate boundaries and boundary invasion, including appropriate communication via electronic devices, shall be disseminated to all staff and regular volunteers at orientations and annually thereafter.

Staff will be provided information on recognizing, preventing, and responding to sexual harassment and other forms of harassment, intimidation, or bullying, including Protected Class Harassment and cyberbullying. Staff shall be fully informed of the formal complaint process for all complaints involving a protected class and informal process for complaints that do not involve a protected class and their roles and responsibilities under the policy and procedure, including their duties to report informal or oral complaints to administration. Certificated or professionally licensed staff shall be reminded of their legal responsibility to report suspected child abuse, and how that responsibility may be implicated by some allegations of sexual harassment or other harassment, intimidation, or bullying. Classified employees and regular volunteers shall receive the portions of this component of orientation relevant to their rights and responsibilities.

Prevention Strategies

The District will implement evidence-based prevention programs that are designed to increase social competency, improve school climate, and eliminate harassment, intimidation, and bullying in schools.

Harassment, Intimidation, and Bullying Compliance Coordinator and District-Level Oversight

The District HIB Compliance Coordinator will:

- Serve as the District's primary contact for harassment, intimidation, and bullying complaints and investigations.

- Provide support and assistance to the person investigating and resolving complaints of harassment, intimidation, and bullying.

- Receive copies of all Incident Reporting Forms, and letters to parents providing the outcomes of investigations. If an incident or report of harassment, intimidation or bullying indicates a potential violation of the District's Nondiscrimination policy (Policy 3210), the HIB Compliance Coordinator must promptly notify the District's Civil Rights Compliance Coordinator. At that time, the HIB Compliance Coordinator must promptly notify the targeted student that their complaint will proceed under both this policy and procedure and the Nondiscrimination policy and procedure, 3210/3210P.

- Be familiar with the use of the student information system. The HIB Compliance Coordinator may use this information to identify patterns of behavior and areas of concern.

- Work with principals and their supervisors to ensure implementation of the policy and procedure by overseeing the investigative processes, including ensuring that investigations are prompt, impartial, and thorough; and ensure responses are prompt, effective, and appropriate.

- Work with District administration to assess the training needs of staff and students to ensure successful implementation throughout the District, and ensure staff receive annual fall training.

- Ensure that all harassment, intimidation, and bullying incidents (including any written or verbal reports, discipline referrals, or complaints involving possible harassment, intimidation, or bullying) are tracked electronically, even where no separate disciplinary infraction has been recorded.

- Provide the OSPI School Safety Center with notification of policy or procedure updates or changes on an annual basis.

- The HIB Compliance Officer will review all plans of support and where necessary, will facilitate a meeting between District staff and the child's parents/guardians to develop a plan of support to protect the student.

Staff Intervention

All staff members shall intervene when witnessing or receiving reports of harassment, intimidation, or bullying and immediately report the incident to their administration.

In addition, all staff members who become aware of an incident or allegation of harassment, intimidation, or bullying will report it to the HIB Compliance Coordinator or other appropriate school- or District-level administrator, including minor incidents that are able to be resolved immediately. Such incidents should also be documented in the electronic student information system.

Harassment Involving a Protected Class

When a District staff member knows, or reasonably should know, that Protected Class Harassment is occurring or has occurred, the District will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence, and remedy its effects; including conducting a prompt investigation and notification to the District's Civil Rights Compliance Coordinator of the matter.

Administrators must investigate all incidents or complaints of harassment, intimidation, or bullying that may indicate Protected Class Harassment, irrespective of whether a parent or student makes an informal or formal complaint or chooses not to make complaint. This investigation must be thorough, fair, and impartial.

If in the course of the investigation, the investigation reveals that harassment, intimidation, or bullying was in whole or in part based on, related to, or motivated by a student's protected class and created a hostile environment, the District must respond and investigate according to the appropriate protected class procedure, 3205P for sexual harassment and 3210P for nondiscrimination based on other protected classes.

Informal Complaint Process – Harassment, Intimidation, or Bullying that Does Not Involve a Protected Class

In situations which do not in whole or in part involve Protected Class Harassment, anyone may use informal procedures (i.e. verbal reporting) to report complaints of harassment, intimidation, or bullying that are not based on, related to, or motivated by a protected class.

While it is not required, complainants are encouraged to attempt informal procedures with the guidance of appropriate staff members prior to filing a formal complaint, when appropriate. However, if school staff discover that the harassment, intimidation, or bullying involves a protected class, they must report all such complaints to their school's principal or the District HIB Compliance Coordinator immediately.

Programs shall be established for receiving anonymous complaints. Such complaints must be appropriately investigated and handled consistent with due process requirements. Informal reports may be made to any staff member, although staff shall always inform complainants of their right to, and the process for, filing a formal complaint. The Staff member will follow their duties of being proactive, documenting, and reporting protected class situations to their administrators. Staff shall also direct potential complainants to an administrator who can explain the informal and formal complaint processes and what a complainant can expect. Staff shall also inform an administrator when they receive complaints of harassment, intimidation, or bullying, especially when the complaint is beyond their training to resolve or it alleges serious misconduct.

Informal remedies include an opportunity for the complainant to explain to the alleged perpetrator that the conduct is unwelcome, disruptive, or inappropriate, either in writing or face-to-face; a statement from a staff member to the alleged perpetrator that the alleged conduct is not appropriate and could lead to discipline if proven or repeated; or a general public statement from an administrator in a building reviewing the District harassment, intimidation and bullying policy without identifying the complainant. Informal complaints may become formal complaints at the

request of the complainant, parent, guardian, or because the District believes the complaint needs to be more thoroughly investigated.

All District staff, including administrators, must ensure a prompt, effective, and appropriate response to any verbal report of harassment, intimidation, or bullying that indicates it was based on, related to, or motivated by any protected class, irrespective of whether a student or parent making a verbal report does not wish to file a formal complaint or involve the District further. This includes documenting and processing such verbal reports using the Incident Reporting Form. Each employee shall be responsible for ensuring that each incident they are involved in is reported to their administrator. Each administrator is responsible for ensuring that every incident, even minor or informal incidents, are appropriately logged in the electronic student information system.

Filing an Incident Reporting Form

Any student who believes he or she has been the target of severe or persistent harassment, intimidation, or bullying, or any other person in the school community who observes or receives notice that a student has or may have been the target of severe or persistent harassment, intimidation, or bullying may report incidents verbally or in writing to any staff member. Written complaints also may be reported using Form 3207(1), available at the school office and at the District office.

If the harassing conduct alleged in an informal complaint or reporting form is based on, related to, or motivated by any protected class, the District's HIB coordinator must promptly notify the District's Civil Rights Compliance Coordinator. Upon receipt of this information, the Civil Rights Compliance Coordinator must notify the Complainant that their complaint will proceed under the discrimination complaint procedure in WAC 392-190-066 through WAC 392-190-075 and the District's Nondiscrimination policy and procedures (Policy 3210) as well as the HIB complaint procedure, 3207P.

Step 1: Filing an Incident Reporting Form

In order to protect a targeted student from retaliation, a student need not reveal his identity on an Incident Reporting Form. The form may be filed anonymously, confidentially, or the student may choose to disclose his or her identity (non-confidential). Complainants are encouraged to include their name so that the District may fully investigate their claims.

Status of Reporter

<u>Anonymous</u>

Individuals may file a report without revealing their identity. No disciplinary action will be taken against an alleged respondent based solely on an anonymous report. Schools may identify complaint boxes or develop other methods for receiving anonymous, unsigned reports. Possible responses to an anonymous report include enhanced monitoring of specific locations at certain times of day or increased monitoring of specific students or staff. (Example: An unsigned Incident Reporting Form dropped on a teacher's desk may lead to the increased monitoring of a locker room during 5th period.)

Confidential

Individuals may ask that their identities be kept secret from the accused and other students. Like anonymous reports, no disciplinary action will be taken against an alleged respondent based solely on a confidential report. (Example: A student tells a playground supervisor about a classmate being bullied, but asks that nobody know who reported the incident. The supervisor says, "I won't be able to punish the bullies unless you or someone else who saw it is willing to let me use their names, but I can start hanging out near the basketball court, if that would help." The supervisor could also, of course, talk with the alleged victim.)

Non-confidential

Individuals may agree to file a report non-confidentially. Complainants agreeing to make their complaint non-confidential will be informed that due process requirements may require that the District release all of the information that it has regarding the complaint to any individuals involved in the incident, but that even then, information will still be restricted to those with a need to know, both during and after the investigation. The District will, however, fully implement the anti-retaliation provision of this policy and procedure to protect complainants and witnesses.

Step 2: Receiving an Incident Reporting Form

All staff are responsible for receiving oral and written reports. Whenever possible, staff who initially receive an oral or written report of harassment, intimidation, or bullying shall attempt to address the incident immediately and report the matter to the building administrator, who then coordinates the school-level response. All reports of harassment, intimidation, or bullying must be recorded on a District Incident Reporting Form [Form 3207(1)] and submitted to the principal unless the principal is the subject of the complaint, including incidents that were capable of immediate resolution.

If an oral or written report of harassment, intimidation, or bullying possibly indicates that it was based on, related to, or motivated by any protected class, staff must immediately report the incident to the principal.

If the incident does not indicate it was based on, related to, or motivated by any protected class and is resolved to the satisfaction of the parties involved, or if the incident does not meet the definition of harassment, intimidation, or bullying, no further action may be necessary under this procedure.

Step 3: Investigations of Unresolved, Severe, or Persistent Harassment, Intimidation, and Bullying Not Involving a Protected Class

All reports of unresolved, severe, or persistent harassment, intimidation or bullying that does not involve a protected class will be investigated with reasonable promptness. Any student may have a trusted adult with them throughout the report and investigation process.

- Upon receipt of the Incident Reporting Form that alleges unresolved, severe, or persistent harassment, intimidation, or bullying, the school or District designee will begin the investigation. If there is a reasonable expectation of clear and immediate physical harm to the complainant, the District will immediately contact law enforcement and inform the parent/guardian.

- During the course of the investigation, the District will take reasonable measures to ensure that no further incidents of harassment, intimidation, or bullying occur between the complainant and the alleged respondent. If necessary, the District will implement a plan of support for the student(s) involved. The plan may include changing seating arrangements for the complainant and/or the alleged respondent in the classroom, at lunch, or on the bus; identifying a staff member who will act as a safe person for the complainant; altering the alleged respondent's schedule and access to the complainant, and other measures.

  If, during the course of an investigation, the District employee conducting the investigation becomes aware of a potential violation of the District's Nondiscrimination policy (Policy 3210) or there is a possible indication that the harassment, intimidation, and bullying was based on, related to, or motivated by any protected class, the investigator will promptly notify the District's Civil Rights Compliance Coordinator. Upon receipt of this information, the Civil Rights Compliance Coordinator must notify the Complainant that their complaint will proceed under the discrimination complaint procedure in WAC 392-190-066 through WAC 392-190-075 and the District's Nondiscrimination policy and procedures (Policy 3210) as well as the HIB complaint procedure. The notice must be provided in a language that the complainant can understand. The investigation and response timeline for the discrimination complaint procedure will follow that set forth in WAC 392-190-065 and begins when the District knows or should have known that a written report of harassment, intimidation, or bullying involves allegations of a violation of the District's Nondiscrimination policy.

- Within two (2) school days after receiving the Incident Reporting Form, the school designee will notify the families of the students involved that a complaint was received and direct the families to the District's policy and procedure on harassment, intimidation, and bullying.

- Both the complainant and the person accused of being the respondent shall have the opportunity to provide evidence and recommend witnesses to be interviewed to the District and/or the person conducting the investigation.

- In rare cases, where after consultation with the student and appropriate staff (such as a psychologist, counselor, or social worker) the District has evidence that it would threaten the health and safety of the complainant or the alleged respondent to involve his or her parent/guardian, the District may initially refrain from contacting the parent/guardian in its investigation of harassment, intimidation, and bullying. If professional school personnel suspect that a student is subject to abuse and neglect, they must follow District policy for reporting suspected cases to Child Protective Services.

- The investigation shall include, at a minimum:

- An interview with the complainant;
- An interview with the alleged respondent;
- A review of any previous complaints involving either the complainant or the alleged respondent; and
- Interviews with other students or staff members who may have knowledge of the alleged incident.

- The principal or designee may determine that other steps must be taken before the investigation is complete.
- The investigation will be completed as soon as practicable but generally no later than five (5) school days from the initial complaint or report. If more time is needed to complete an investigation, the District will provide the parent/guardian and/or the student with weekly updates.
- No later than two (2) school days after the investigation has been completed and submitted to the HIB Compliance Coordinator, the principal or designee shall respond in writing or in person to the parent/guardian of the complainant and the alleged respondent stating:
  - The results of the investigation;
  - Whether the allegations were found to be factual;
  - Whether there was a violation of policy; and
  - The process for either the complainant or the alleged respondent to file an appeal if they disagree with results.

Because of the legal requirement regarding the confidentiality of student records, the principal or designee may not be able to report specific information to the targeted student's parent/guardian about any disciplinary action taken unless it involves a directive that the targeted student must be aware of in order to report violations.

If the District chooses to contact the parent/guardian by letter, the letter will be mailed to the parent/guardian of the complainant and alleged respondent by United States Postal Service with return receipt requested unless it is determined, after consultation with the student and appropriate staff (psychologist, counselor, social worker) that it could endanger the complainant or the alleged respondent to involve his or her family. If professional school personnel suspect that a student is subject to abuse or neglect, as mandatory reporters they must follow District policy for reporting suspected cases to Child Protective Services.

If the incident cannot be resolved at the school level, the principal or designee shall request assistance from the District.

The District will ensure that it provides all communications in a language the student and parent(s) understand; including letters, notices, hearings, conferences, meeting, plans, proceedings, agreements, petitions, and decisions. The District will provide an interpreter as needed for parents and/or student with limited proficiency in English. This effort may require accommodations for parents and students with communication disabilities. For parents who are unable to read any language, the District will provide written material orally.

Step 4: Corrective Measures for the Respondent

After completion of the investigation, the school or District designee will institute any corrective measures as appropriate. Corrective measures will be instituted as quickly as possible, but in no event more than five (5) school days after contact has been made to the families or guardians regarding the outcome of the investigation. Corrective measures that involve student discipline will be implemented according to Administrative Policy 3241 - Corrective Action for Student Misconduct. If the accused respondent is appealing the imposition of discipline, the District may be prevented by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded.

If in an investigation a principal or principal's designee found that a student knowingly made a false allegation of harassment, intimidation, or bullying, that student may be subject to corrective measures, including discipline.

Step 5: Right to Appeal

- If the student or parent/guardian is dissatisfied with the results of the investigation, they may appeal to the Superintendent or designee by filing a written notice of appeal [Form 3207(2)] within five (5) school days of receiving the written decision. The Superintendent or designee will review the investigative report and issue a written decision on the merits of the appeal within five (5) school days of receiving the notice of appeal.

- If the student remains dissatisfied after the initial appeal to the Superintendent, the student may appeal to the School Board by filing a written notice of appeal [Form 3207(3)] with the secretary of the School Board on or before the fifth (5th) school day following the date upon which the complainant received the Superintendent's written decision.

- An appeal before the School Board or disciplinary appeal council must be heard on or before the tenth (10th) school day following the filing of the written notice of appeal to the School Board. The school board or disciplinary appeal council will review the record and render a written decision on the merits of the appeal on or before the fifth (5th) school day following the termination of the hearing, and shall provide a copy to all parties involved. The Board or council's decision will be the final District decision.

Step 6: Discipline/Corrective Action

The District will take prompt and equitable corrective measures within its authority on findings of harassment, intimidation, or bullying. Depending on the severity of the conduct, corrective measures may include counseling, education, discipline, and/or referral to law enforcement.

Corrective measures for a student who commits an act of harassment, intimidation, or bullying will be varied and graded according to the nature of the behavior, the developmental age of the student, or the student's history of problem behaviors and performance. Corrective measures that involve student discipline will be implemented according to Administrative Policy 3241 - Corrective Action for Student Misconduct.

If the conduct was of a public nature or involved groups of students or bystanders, the District will strongly consider school-wide training or other activities to address the incident.

If staff have been found to be in violation of this policy and procedure, the District may impose employment disciplinary action, up to and including termination. If a certificated educator is found to have committed a violation of WAC 181-87, commonly called the Code of Conduct for Professional Educators, OSPI's Office of Professional Practices may propose disciplinary action on a certificate, up to and including revocation. Contractor violations of this policy may include the loss of contracts.

Step 7: Restorative Practices

The District will utilize restorative practices, where appropriate and with the express agreement of the complainant's parents, the complainant, the respondent's parents, and the respondent after the investigation has been completed. The District under no circumstances will use restorative practices when the allegation involves sexual harassment or sexual touching.

Step 8: Support for the Targeted Student

The HIB Compliance Coordinator or the District's Civil Rights Compliance Coordinator in concert with the school's principal will address and remedy harassment, intimidation, and/or bullying. Persons found to have been subjected to harassment, intimidation, or bullying will have appropriate District support services made available to them, and the adverse impact of the harassment on the student shall be addressed and remedied as appropriate.

Retaliation

No school employee, student, or volunteer may engage in reprisal or retaliation against a targeted student, witness, or other person who participates in an investigation of such incident or otherwise brings forward information about an alleged act of harassment, intimidation, or bullying. Retaliation is prohibited and will result in appropriate discipline/corrective action.

Other Resources

Students and families should use the District's complaint and appeal procedures as a first response to allegations of harassment, intimidation, and bullying. However, nothing in this procedure prevents a student, parent/guardian, school, or District from taking action to remediate discrimination or harassment based on a person's membership in a legally protected class under local, state, or federal law. A harassment, intimidation, or bullying complaint may also be reported to the following State or Federal agencies:

1. OSPI Equity and Civil Rights Office
   360.725.6162
   Email: equity@k12.wa.us
   www.k12.wa.us/Equity/default.aspx

2. Washington State Human Rights Commission
   800.233.3247
   www.hum.wa.gov/index.html

3. Office for Civil Rights, U.S. Department of Education, Region IX
   206.607.1600
   Email: OCR.Seattle@ed.gov
   www.ed.gov/about/offices/list/ocr/index.html

4. U.S. Department of Justice, Educational Opportunities Section
   https://civilrights.justice.gov/

5. U.S. Department of Justice, Community Relations Service
   877.292.3804
   www.justice.gov/crt/

6. Office of the Education Ombudsman
   866.297-2597
   Email: OEOinfo@gov.wa.gov
   www.governor.wa.gov/oeo/default.asp

7. OSPI Safety Center
   360.725-6044
   www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx

Other District Policies and Procedures

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. Nothing in this policy or procedure is intended to prohibit discipline or remedial action for inappropriate behaviors that do not rise to the level of harassment, intimidation, or bullying as defined herein, but which are, or may be, prohibited by other District or school rules.

The District's Harassment, Intimidation, and Bullying Compliance Coordinator is:

Steven Hall
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