
HAZING, HARASSMENT, SEXUAL HARASSMENT, INTIMIDATION, BULLYING, CYBERBULLYING, MENACING, TEEN DATING VIOLENCE AND BIAS INCIDENTS

2026-2027 INFORMATION FOR CONTRACTORS & VOLUNTEERS

INTRODUCTION

- This presentation will provide you with valuable information about a variety of situations you might encounter during your contracted and/or volunteer service with the Salem-Keizer School District.
- If you have any questions about the content of this presentation, please contact Debbie Joa, Assistant Director of Employee Relations, at 503-399-3061.
- Topics:
 - Discrimination and Bias Incidents
 - Hazing
 - Bullying, Harassment, Intimidation and Menacing
 - Sexual Harassment
 - Teen Dating Violence

DISCRIMINATION

- No student or staff member in the District shall be subjected to discrimination based upon, but not limited to, age, disability, national origin, race, color, religion, gender, sexual orientation, marital status or financial ability.
- Sexual orientation is defined as an individual's actual or perceived heterosexuality, homosexuality or bisexuality.
- Gender identify is defined as an individual's gender-related identity, appearance, expression or behavior, regardless of whether the identity, appearance, expression or behavior differs from that associated with the gender assigned to the individual at birth.

HAZING

- Hazing is any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment.
- Hazing is a violation of the law (Oregon Revised Statute 163.197) in addition to a violation of district policy.

HARASSMENT, INTIMIDATION AND BULLYING

- Any act that substantially interferes with a student's educational benefits, opportunities or performance, that takes place on, or immediately adjacent to, school grounds, at any school-sponsored activity, on school-sponsored transportation, or at an official bus stop.
- Has the effect of:
 - Physically harming a student or damaging a student's property; or
 - Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property; or
 - Creating a hostile educational environment, including interfering with the psychological well-being of a student



- Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance
- The behavior is repeated, or has the potential to be repeated over time
- Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

www.stopbullying.gov

(US Department of Health and Human Services)



TYPES AND EXAMPLES OF BULLYING BEHAVIORS

- Physical such as hitting, kicking, and tripping
- Verbal including name calling and teasing
- Relational/social such as spreading rumors and leaving out of the group
- Damage to property of the victim or threatening to damage property
- Bullying can also occur through technology, which is called electronic bullying or cyberbullying.

SEXUAL HARASSMENT

- Salem-Keizer School District is committed to maintaining a work and educational environment that is free from any form of harassment related to a person's gender. Sexual harassment is prohibited and will not be tolerated.
- The following individuals are subject to the Sexual Harassment Policy (HUM-A029):
 - District employees
 - Students
 - Any third parties who are on or immediately adjacent to district property, at any district-sponsored activity, on district-provided transportation or at any official district bus stop.

Third Parties include but are not limited to, district volunteers, guardians, school visitors (including student visitors), contractors and vendors.

SEXUAL HARASSMENT DEFINITION

- Sexual harassment is defined as:
 - A demand or request for sexual favors in exchange for benefits;
 - Unwelcome physical, verbal, or nonverbal sexual conduct that:
 - Interferes with a student's educational activity or program;
 - Interferes with a district employee's ability to perform their job; or
 - Creates an intimidating, offensive, or hostile environment.
 - Assault when sexual contact occurs without consent
 - Without Consent: An act performed without the knowing, voluntary and clear agreement by all parties to participate in the specific act; or when a person who is a party to the act is incapacitated by drugs or alcohol; unconscious; or pressured through physical force, coercion or explicit or implied threats to participate in the act.

DEFINITION

- Sexual harassment does not include:
 - Conduct that is necessary because of a job duty of a district employee or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent.
 - A person finding another person, or another person's actions, offensive because of that other person's sexual orientation or gender identity.

TITLE IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any education program or activity receiving Federal financial assistance.” - Title IX, Education Amendments of 1972

Title IX prohibits sex-based discrimination in all aspects of the educational experience, including academics, athletics, and extracurricular activities.

The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone based on sex.

Discrimination based on sex has been determined to include sexual harassment.

TITLE IX COORDINATOR

Anyone who has questions about Title IX or wishes to report a Title IX complaint may contact the District's Title IX Coordinator

Website: www.salkeiz.k12.or.us/careers/nondiscrimination-title-ix

The Salem-Keizer School District **Title IX Coordinator** is:

Brenda Fox, Director of Employee Relations

Phone: 503-399-3061

Email: fox_brenda@salkeiz.k12.or.us

Deputy Title IX Coordinator:

Debbie Joa, Assistant Director of Employee Relations

Phone: 503-399-3061

Email: joa_debbie@salkeiz.k12.or.us



RECOGNIZING TEEN DATING VIOLENCE & DOMESTIC VIOLENCE

- **Teen dating violence** is a pattern of behavior in which a person uses or threatens to use physical, mental or emotional abuse to control another person; or behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.
- Teen dating violence is unacceptable and is prohibited at school, on school grounds, on school-provided transportation, or at an official bus stop.
- **Domestic violence** is abuse between family and household members as defined in Oregon Revised Statute 107.705.

WARNING SIGNS

Warning signs of abuse from a partner may include:

- Checking the student's phone, email, or social media accounts without their permission.
- Putting the student down frequently, especially in front of others.
- Isolating the student from friends or family (physically, financially, or emotionally).
- Extreme jealousy or insecurity.
- Explosive outbursts, temper, or mood swings.
- Any form of physical harm.
- Possessiveness or controlling behavior.
- Pressuring the student or forcing them to have sex.

Information from:

<https://www.loveisrespect.org/everyone-deserves-a-healthy-relationship/relationship-spectrum/>

TEEN DATING VIOLENCE: FORMS OF ABUSE

- Abuse can take many forms, including but not limited to the following:
 - Sexual Abuse
 - Emotional/Verbal Abuse
 - Physical Abuse
 - Stalking
 - Financial Abuse
 - Digital Abuse

BIAS INCIDENTS AND SYMBOLS OF HATE

- All students, employees, and visitors in the Salem-Keizer School District are entitled to learn, work, and participate in an environment that is safe and free from discrimination, harassment, and intimidation
- The District strictly prohibits any incidents of bias on school district grounds or in any District program, service, school or activity. This includes in-person, phone, Internet, digital or physical displays on personal property.

BIAS INCIDENTS AND SYMBOLS OF HATE

- **Bias Incident:** A person's hostile expression of hate or anger toward another person, relating to another person's perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is inappropriate. Bias incidents may include derogatory language or behavior directed at or about any demographic groups listed above.
- **Symbol of Hate:** A symbol, image, or object that expresses a feeling of hate or anger on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including the noose, symbols of neo-Nazi ideology and the battle flag of the Confederacy, and whose display is reasonably likely to cause a substantial disruption or material interference with school activities, or is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

ADDRESSING BULLYING, HARASSMENT, SEXUAL HARASSMENT, TEEN DATING VIOLENCE AND BIAS INCIDENTS

- When adults respond quickly and consistently to bullying, harassing, and abusive behavior, they send the message that it is not acceptable.
- If you witness bullying, harassment, sexual harassment, teen dating violence or a bias incident:
 - **Make sure everyone is safe and address any immediate needs.**
 - **Report the concerns immediately to the school administrator, school counselor, classroom teacher, or another staff member. The school employee will help ensure that students are safe, and the appropriate steps are taken to report and investigate the concerns.**
 - **Do you suspect child abuse? If so, you are encouraged to make a report to the Oregon Child Abuse Hotline: 1-855-503-SAFE (7233) or law enforcement.**
 - **Anyone can report concerns of bullying, violence, or threats to the [Safe Oregon Tipline](#).**

SAFE OREGON TIPLINE www.safeoregon.com/report-a-tip/

SAFEOREGON

FEEL SAFE. BE SAFE.



WHAT IS SAFEOREGON?

SafeOregon is a tip line.

Did someone hurt you?

Do you know about someone who *might* hurt you or other people?

Do you know about a danger to students, school staff, or your school?

Are you struggling?

Do you need help from an adult and you're not sure who to tell?

You can tell **SafeOregon**.

SAFEOREGON IS PRIVATE.

SafeOregon is checked 24/7.

Your tip is private. Your name will not be shared unless you want to share it.

People who work at SafeOregon will look at your tip. Then they send it to school employees and possibly law enforcement.

WHAT CAN I REPORT?

You can use SafeOregon to report:

- Bullying in person
- Bullying online
- Safety threats
- Fighting
- Drugs
- Alcohol
- Weapons
- Talk of suicide, depression, or people who want to hurt themselves or others
- Abuse
- Sexual assault

DON'T BREAK THE LAW!

Sending a fake tip to SafeOregon is against the law. False reports, pranks or jokes may be investigated by police.



CALL or TEXT
844-472-3367

EMAIL
tip@safeoregon.com

MOBILE APP
iTunes or
Google Play

WEB
SafeOregon.com



DISTRICT AND COMMUNITY RESOURCES

Salem-Keizer Public Schools' Commitment to Students Resolution: <https://skps.community.diligentoneplatform.com/home/public/document/cc574ee7-9f3c-40aa-9f26-10400c727e3c>

Resources and Policy Information: Bullying, Harassment, Healthy Relationships, Sexual Harassment: <https://salkeiz.k12.or.us/students-families/safe-welcoming-schools>

Title IX and Nondiscrimination Information: <https://salkeiz.k12.or.us/careers/nondiscrimination-title-ix>

Bias Incidents and Symbols of Hate (Every Student Belongs): <https://salkeiz.k12.or.us/docs/~board/district-documents/post/bias-incidents-and-symbols-of-hate-adm-a012>

Community Resources:

- **Center for Hope and Safety:**

www.hopeandsafety.org / Business Line: 503-378-1572 / Hotline: 503-399-7722

- **Liberty House:** www.libertyhousecenter.org / Business Line: 503-540-0288

- **Oregon YouthLine:** 1-877-968-8491 or text teen2teen to 839863 / <https://www.theyouthline.org/>



FINAL THOUGHTS

- This training is meant to provide you with an overview of bullying, harassment, sexual harassment, teen dating violence and bias incidents, and how you should respond as a contractor, contracted agent or volunteer. If you have questions about a particular student or situation at school, please contact the teacher, school counselor, school administrator, or another school employee.