



Students - Series 3000

Prohibition of Harassment, Intimidation and Bullying- 3207

The District is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and patrons, free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentionally written message or image—including those that are electronically transmitted--verbal, or physical act, including but not limited to one shown to be motivated by any characteristic in RCW 9A.36.080(3), (race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity or mental or physical disability), or other distinguishing characteristics, when an act:

- Physically harms a student or damages the student’s property.
- Has the effect of substantially interfering with a student’s education.
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment.
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying. “Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

Behaviors/Expressions

Harassment, intimidation or bullying can take many forms including but not limited to slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, physical, or electronically transmitted messages or images. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

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.

Training

This Policy is a component of the District's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and shall be implemented in conjunction with comprehensive training of staff and volunteers, including the education of students in partnership with families and the community. Employees, in particular, are expected to support the dignity and safety of all members of the school community.

Prevention

The District will provide students with strategies aimed at preventing harassment, intimidation, and bullying. In its efforts to train students, the District will seek partnerships with families, law enforcement, and other community agencies.

Intervention

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate. The District will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

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, intimidations 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 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

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying. It is also a violation of District policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Compliance Officer

The Superintendent will appoint a compliance officer 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 compliance officer will be communicated throughout the District.

The Superintendent is authorized to direct the development and implementation of procedures addressing the elements of this Policy.

Cross References

Policy 2161, Special Education and Related Services for Eligible Students
Policy 3200, Rights and Responsibilities
Policy 3210, Nondiscrimination
Policy 3211, Transgender Students
Policy 3240, Student Conduct
Policy 3241, Classroom Management, Corrective Action and Punishment
Policy 6590 5500, Sexual Harassment

Legal Reference

RCW 28A.300.285 Harassment, intimidation, and bullying prevention
WAC 392-190-059 Harassment, intimidation and bullying prevention policy and procedure
RCW 28A.600.480 Reporting of harassment, intimidation, or bullying
RCW 9A.36.080 Malicious Harassment
RCW 28A.642 K-12 Education—Prohibition of discrimination
RCW 49.60 Discrimination—Human Rights Commission
U.S. Department of Education Dear Colleague Letter, 2010
<http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.html>

Management Resources

Office for Civil Rights Dear Colleague Letter: Responding to Bullying of Students with Disabilities (OCR 10/21/2014)
2014 – December Issue
2010 – December Issue
Policy News, April 2008 Cyberbullying Policy Required
Policy News, April 2002 Legislature Passes an Anti-Bullying Bill

Adopted: 10-2002

Revised: 08-2011

Updated: 10-2015