



Community Relations - Series 4000 Procedure

Notification Threats of Violence or Harm – 4316P

Staff, students, volunteers and others involved in school activities are encouraged to report any threats of violence or harm, to designated school officials. Staff shall involve in-district multi-disciplinary professionals in evaluation of the credibility of the threat and the needs of the person making the threat. Based on the credibility of the threat, it shall be reported to law enforcement. Consultation with or referrals to community-based professionals and services are encouraged where appropriate.

Under the Family Educational Rights and Privacy Act (FERPA) the district may only release student records, including those involving threats of violence or harm, with parent or adult student permission, or under limited conditions. For that reason, the district will not identify students who have made threats of violence or harm when notifying the subjects of the threats, except under one or more of the following conditions:

1. The parent or adult student has given permission to disclose the student's identity; or,
2. Disclosure of the student's identity is relevant to district staff who have legitimate educational interest in the information; or,
3. Disclosure of the student's identity is necessary to protect the health or safety of the student or other individuals. This exemption is to be strictly construed pursuant to federal regulations; or,
4. Disclosure by the district of the student's identity is in response to a court order or subpoena. Generally, the district must make a reasonable effort to notify the parents of the student or adult student, in advance of complying.

Relevant information about the threat that meets the above standard shall be provided to the subject of the threat, and the subject shall be advised that if law enforcement is involved in the matter, the law enforcement agency may have more information that can be shared with the subject.

Subject to the confidentiality provisions cited above, the principal shall determine if classroom teachers, school staff, school security, and others working with the student(s) involved should be notified. To promote the safety of all concerned, principals shall consider all available information when determining the extent of information to be shared, including prior disciplinary records, official juvenile court records, and documented history

of violence of the person who made the threat.

When considering the appropriate discipline for a student who has made a threat of violence or harm, the student's prior disciplinary records shall be taken into account. Emergency expulsion shall be considered, based on the credibility and significance of the threat.

If the threat by a student was significant and credible enough to warrant expulsion, the student may only be readmitted to the district through the readmission application process provided for in district policy. The readmission application process shall include meeting district readmission criteria established at the time of expulsion and should include completion of a threat assessment by a district-approved appropriate professional, with a report to the district, when the district determines such an assessment is necessary.

Discipline against district staff for making threats of violence or harm shall be consistent with district policy and procedure regarding staff discipline, and any relevant collective bargaining requirements.

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