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.

“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 or threats, or acts relating to an individual or groups, whether transmitted by electronic or written messages or images, or transmitted orally or physically.

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.

Sexual Harassment

In addition to the provisions stated above, this policy shall also include the prohibition of all types of sexual harassment. Sexual harassment may include, but is not limited to, unwelcome or uninvited sexual advances, requests for sexual favors, sexual comments, cartoons, pictures, innuendoes, or other verbal or physical conduct of a sexual or sexually intimidating nature, including those that are transmitted electronically.
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Sexual harassment occurs when:

- Such behavior or communication interferes with an individual’s performance or creates an intimidating, hostile, or offensive educational or work environment; and/or
- Submission to the harasser’s sexual demands is stated or implied as a term or condition of obtaining an education or work opportunity or other benefit; and/or
- Submission to or rejection of sexual demands is a factor in an academic, work, or other school-related decision affecting an individual.

Sexual harassment can occur student to student, adult to student, student to adult, adult to adult, male to female, female to male, male to male, or female to female.

The District will take prompt, equitable and remedial action within its authority on reports, complaints, and grievances alleging harassment, intimidation or bullying that come to the attention of the District, either formally or informally.

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, discipline and/or referral to law enforcement to remediate the impact on the victim and the climate, and to change the behavior of the perpetrator. 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.

Retaliation/False Allegations

False reports or retaliation for harassment, intimidation or bullying also constitute violations of this policy. 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. 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 and reproduced in each student, staff, volunteer, and parent handbook.

Training and Prevention

District students, employees, volunteers and parents will be provided with appropriate information on the recognition and prevention of harassment and their rights and responsibilities under this policy. 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.

Compliance Officer and District-Level Oversight

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 in pertinent publications and on the District website.

Complaints regarding student-to-student misconduct shall be investigated at the building level by the principal/designee, with support from the principal’s immediate supervisor and the District Compliance Officer as needed.

Cross References: Administrative Policy - 3200 Student Rights and Responsibilities
Administrative Policy - 3210 Nondiscrimination
Administrative Policy - 3240 Student Conduct
Administrative Policy - 3241 Corrective Action for Student Misconduct
Administrative Policy - 5266 Harassment – Employees
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Legal Reference: RCW 28A.300.285 Harassment, intimidation and bullying prevention policies

Management Resources: Policy News, April 2002 - Legislature Passes Anti-Bullying Bill
Policy News, April 2008 - Cyberbullying Policy Required
Policy News, December, 2010 - Harassment, Intimidation and Bullying Policy Strengthened