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2 **Prohibition of Harassment, Intimidation and Bullying of Students**

3 The Board is committed to a safe and civil educational environment that is free from the
4 harassment, intimidation or bullying of any student. As defined in Chapter 28A.600 RCW
5 (Students) “Harassment, intimidation or bullying” means any intentional electronic, written
6 verbal, or physical act, including but not limited to one shown to be motivated by race, color,
7 religion, ancestry, national origin, gender, sexual orientation including gender expression or
8 identity, mental or physical disability, or other distinguishing characteristics, when the act:

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

14 Nothing in this section requires the affected student to actually possess a characteristic that is a
15 basis for the harassment, intimidation, or bullying.

16 “Other distinguishing characteristics” can include but are not limited to physical appearance,
17 clothing or other apparel, socioeconomic status and weight.

18 “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate
19 impact of the action(s).

20 This policy and accompanying procedure do not govern harassment, intimidation, or bullying of
21 an employee, volunteer, parent/legal guardian, or community member.

22
23 **Behaviors/Expressions**

24 This policy recognizes that ‘harassment’, ‘intimidation’ or ‘bullying’ are separate but related
25 behaviors towards a student. Each must be addressed appropriately. The accompanying
26 procedure differentiates the three behaviors however, this differentiation should not be
27 considered part of the legal definition of these behaviors.

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29 Harassment, intimidation, or bullying can take many forms including but not limited to: slurs,
30 rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical
31 attacks, threats, or other written, oral, physical or electronically transmitted messages or images
32 directed toward a student.

33 This policy is not intended to prohibit expression of religious, philosophical, or political views,
34 provided that the expression does not substantially disrupt the educational environment. Many
35 behaviors that do not rise to the level of harassment, intimidation or bullying may still be
36 prohibited by other district policies or building, classroom, or program rules.

37 **Training**

38 This policy is a component of the district’s responsibility to create and maintain a safe, civil,
39 respectful and inclusive learning community for students and shall be implemented in
40 conjunction with comprehensive training of staff and volunteers.

1 **Prevention**

2 The district will provide students with strategies aimed at preventing harassment, intimidation
3 and bullying toward students. In its efforts to train students, the district will seek partnerships
4 with families, law enforcement and other community agencies.
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6 **Interventions**

7 Interventions are designed to remediate the impact on the targeted student(s) and others impacted
8 by the violation, to change the behavior of the perpetrator, and to restore a positive school
9 climate.
10

11 The district will consider the frequency of incidents, developmental age of the student, and
12 severity of the conduct in determining intervention strategies. Interventions will range from
13 counseling, correcting behavior, discipline, to law enforcement referrals.

14 **Students with Individual Education Plans or Section 504 Plans**

15 If allegations are proven that a student with an Individual Education Plan (IEP) or Section 504
16 Plan has been the target of harassment, intimidation or bullying, the school will convene the
17 student's IEP or Section 504 team to determine whether the incident had an impact on the
18 student's ability to receive a free, appropriate public education (FAPE). The meeting should
19 occur regardless of whether the harassment, intimidation or bullying incident was based on the
20 student's disability. During the meeting, the team will evaluate issues such as the student's
21 academic performance, behavioral issues, attendance, and participation in extracurricular
22 activities. If a determination is made that the student is not receiving a FAPE as a result of the
23 harassment, intimidation or bullying incident, the district will provide additional services and
24 supports as deemed necessary, such as counseling, monitoring and/or reevaluation or revision of
25 the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

26 **Retaliation/False Allegations**

27 Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to
28 threaten or harm a student for reporting harassment, intimidation, or bullying, being identified as
29 a targeted student, or participating in an investigation.
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31 It is also a violation of district policy to knowingly report false allegations of harassment,
32 intimidation, and bullying. Students or employees who knowingly report or corroborate false
33 allegations will be subject to appropriate discipline. However, students or employees will not be
34 disciplined for making a report in good faith.

35 **Compliance Officer**

36 The superintendent will appoint a compliance officer as the primary district contact to receive
37 copies of all formal and informal complaints and oversee policy implementation. The name and
38 contact information for the compliance officer will be communicated throughout the district.
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40 The superintendent is authorized to direct the implementation of procedures addressing the
41 elements of this policy.
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43 **Cross References**

- 1 Policy 2161, Special Education and Related Services for Eligible Students
- 2 Policy 3200, Rights and Responsibilities
- 3 Policy 3210, Nondiscrimination
- 4 Policy 3211, Transgender Students
- 5 Policy 3240, Student Conduct
- 6 Policy 3241, Classroom Management, Corrective Action and Punishment
- 7 Policy 5011, Sexual Harassment

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10 **Legal Reference**

- 11 RCW 28A.300.285, Harassment, intimidation, and bullying prevention policies and
- 12 procedures — Model policy and procedure — Training materials — Posting on web site
- 13 — Rules — Advisory committee
- 14 WAC 392-190-059, Harassment, intimidation and bullying prevention policy and
- 15 procedure-School districts

Management Resources: Office for Civil Rights Dear Colleague Letter: Responding to
Bullying of Students with Disabilities (OCR 10/21/2014)
2023 – July Issue
2019 – August Issue
2014 – December Issue
2010 - December Issue
Policy News, April 2008 Cyberbullying Policy Required
Policy News, April 2002 Legislature Passes and Anti-Bullying
Bill

- 16 **Adoption Date:** 06/26/08
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