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Prohibition of Harassment, Intimidation, and Bullying/Cyberbullying

The Shoreline School District is committed to a safe, civil learning environment for all students that is free from harassment, intimidation, or bullying/cyberbullying (also known as HIB).

Definitions

“Harassment, intimidation or bullying/cyberbullying” means any intentional written message or image--including those that are electronically transmitted (e.g. sexting)--verbal act or physical act, including but not limited to one shown to be motivated by race, color, ancestry, national origin (including language), religion, creed, gender, sexual orientation, gender expression, or gender identity, age, veteran or military status, mental or physical disability, or other distinguishing characteristics, when the message or act:

1. physically harms a student or damages the student’s property; or
2. has the effect of substantially interfering with a student’s education; or
3. is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
4. has the effect of substantially disrupting the orderly operation of the school.

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

Harassment, intimidation or bullying/cyberbullying can take many forms including, but not limited to: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, or physical actions.

Conduct that is “substantially interfering with a student’s education” will be determined by considering indicators such as a targeted student’s grades, attendance, demeanor, interaction with peers, and participation in activities.

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

Expression

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/cyberbullying may still be prohibited by other district policies and/or building, classroom, or program rules.

Training and Prevention

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and is implemented in conjunction with comprehensive training of students, staff, and volunteers. The district will provide students with strategies aimed at preventing harassment, intimidation, and bullying/cyberbullying of students. In its effort to train students, the district will seek partnerships with families, law enforcement, and other community organizations.

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Training and Prevention (continued)

This policy is to be implemented in conjunction with the Comprehensive Safe Schools Plan that includes prevention, intervention, crisis response, recovery, and annual review. Employees, in particular, are expected to support the dignity and safety of all members of the school community.

Interventions

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. Depending on the frequency and severity of the conduct, the district will respond to harassment, intimidation, or bullying/cyberbullying with counseling, correction, discipline and/or referral to law enforcement.

Retaliation/False Allegations

No employee, student, parent/legal guardian or volunteer may engage in reprisal, retaliation, or false accusation against a victim, witness, reporter or other participant in an investigation regarding a complaint of harassment, intimidation, or bullying/cyberbullying. Retaliation is prohibited and will result in appropriate discipline.

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, or bullying/cyberbullying. 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.

Reporting

Any employee who has witnessed or has reliable information that a student has been subjected to harassment, intimidation, or bullying/cyberbullying, whether written, verbal or physical, will report such incident to an appropriate school official. Any student, parent/legal guardian, or volunteer is strongly encouraged to report such incident to an appropriate school official.

Students with Individual Education Program or Section 504 Plans

If allegations are made that a student with an Individual Education Program (IEP) or Section 504 Plan has been the aggressor or target of harassment, intimidation 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 will 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 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 all necessary additional services and supports, 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.

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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 compliance officer must attend at least one mandatory training opportunity offered by OSPI once OSPI has developed a statewide training class for compliance officers.

The superintendent will develop procedures implementing this policy.

Cross reference:	Policy 3209 3210 3300 4312 5010 5013	Students: Sexual Harassment Nondiscrimination Student Conduct Expectation and Reasonable Sanctions Complaints Concerning Staff or Programs Personnel: Nondiscrimination Personnel: Sexual Harassment
Legal Reference:	RCW 28A.600.477 RCW 28A.600.480 WAC 392-190-059	Prohibition of harassment, intimidation, and bullying Reporting of harassment, intimidation, or bullying- Retaliation prohibited-Immunity Harassment, intimidation and bullying prevention policy and procedure – School districts

Adopted	<u>November 18, 2019</u> <u>August 29, 2016</u> <u>July 27, 2011</u> <u>June 16, 2008</u>	<u>January 23, 2017</u> <u>June 25, 2012</u> <u>January 11, 2011</u> <u>August 5, 2002</u>
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