

## Prohibition of Harassment, Intimidation and Bullying

The Board is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and community members that is free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentional electronic, written verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability, or other distinguishing characteristics, when the 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.

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.

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

### **Behaviors/Expressions**

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

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.

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.

1 **Prevention**

2 The district will provide students with strategies aimed at preventing harassment, intimidation  
3 and bullying. In its efforts to train students, the district will seek partnerships with families, law  
4 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.

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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 and 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 someone for reporting harassment, intimidation, or bullying.

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30 It is also a violation of district policy to knowingly report false allegations of harassment,  
31 intimidation, and bullying. Students or employees will not be disciplined for making a report in  
32 good faith. However, persons found to knowingly report or corroborate false allegations will be  
33 subject to appropriate discipline.

34 **Compliance Officer**

35 The superintendent will appoint a compliance officer as the primary district contact to receive  
36 copies of all formal and informal complaints and ensure policy implementation. The name and  
37 contact information for the compliance officer will be communicated throughout the district.

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39 The superintendent is authorized to direct the implementation of procedures addressing the  
40 elements of this policy.

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42 **Cross References**

43 Policy 2161, Special Education and Related Services for Eligible Students

- 1 Policy 3200, Rights and Responsibilities
- 2 Policy 3210, Nondiscrimination
- 3 Policy 3211, Transgender Students
- 4 Policy 3240, Student Conduct
- 5 Policy 3241, Classroom Management, Corrective Action and Punishment
- 6 Policy 5011, Sexual Harassment

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9 **Legal Reference**

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

Management Resources:

Office for Civil Rights Dear Colleague Letter: Responding to  
Bullying of Students with Disabilities (OCR 10/21/2014)  
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

- 15 **Adoption Date:** 06/26/08
- 16 **Revised:** 03/17/11
- 17 **Revised:** 11/18/14
- 18 **Revised:** 02/19/15
- 19 **Revised:** 10/17/19