

## **NOTIFICATION OF THREATS OF VIOLENCE OR HARM**

Staff, students, volunteers, and others involved in school activities have the responsibility to report any threats of violence or harm to designated school officials. Based on the significance and credibility of the threat, it will be reported to law enforcement. Staff will involve in-district multi-disciplinary professionals in evaluating the threat and the needs of the person making the threat. 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 release student records only with permission from the parent or the adult student (a student who is over the age of 18), unless it is a health or safety emergency. For that reason, the district will not identify students who have made threats of violence or harm when notifying the subjects of the threats, under the following conditions:

- A. The parent or adult student has given permission to disclose the student's identity or other information to the subject of the student's threat;
- B. The identity of the student and the details of the threat are being disclosed to relevant district staff who have been determined to have legitimate educational interest in the information;
- C. The identity of the student or the details of the threat are being released because the release of the information is necessary to protect the health or safety of the student or other individuals. In making this determination, school officials will use their best judgment, and may take into account the "totality of the circumstances" pertaining to the safety or health of a student or other individuals; or
- D. The district is responding to a court order or subpoena. Generally the district must make a reasonable effort to notify the parents of the student or adult student of the subpoena in advance of complying, so that the family can seek protective action, unless the court order or subpoena expressly forbids such notification.

Relevant information about the threat will be provided to the subject of the threat, and the subject will be advised if law enforcement has been involved in the matter, and if the law enforcement agency has more information that can be shared with the subject.

To promote the safety of all concerned, the principal will consider all available information when determining the extent of information to be shared. Subject to the confidentiality provisions cited above, principals will determine if classroom teachers, school staff, school security, and others working with the student(s) involved in the threat circumstance, should be notified. Principals must provide information received about a student's conviction, adjudication, or diversion agreement to every teacher of the student for the offenses listed in Policy 3143 – District Notification of Juvenile Offenders.

Suspension, or other removal from the school environment can create the risk of triggering either an immediate or a delayed violent response unless such actions are coupled with containment and support. When considering the appropriate response to a student's threat of violence or harm, the student's individual circumstances will be taken into account. Emergency expulsion may be considered, if the district has sufficient cause to believe that the student's presence poses an immediate and continuing danger to other students or school personnel or an immediate and continuing threat of material and substantial disruption of the educational process.

Discipline of students for making threats of violence or harm will be consistent with the Policy and Procedure 3241 - Student Discipline and state laws and regulations. Discipline of students eligible for special education services or with disabilities will be consistent with district policy and procedures (see Policy 2161 Education of Students with Disabilities and Policy 2163 Education of Students with Disabilities Under Section 504 of the Rehabilitation Act of 1973) and the associated legal requirements.

Discipline of district staff for making threats of violence or harm will be consistent with district policy and procedure regarding staff discipline (see Policy 5281 Disciplinary Action and Discharge), and any relevant collective bargaining agreements.