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## PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

### A. STATEMENT OF POLICY

The district is committed to a safe and civil educational environment for all students, employees, volunteers and patrons, free from harassment, intimidation, bullying, and cyber-bullying. This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and is to be implemented in conjunction with comprehensive training of staff and volunteers and the education of students in partnership with families and the community. This policy also 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.

### B. HARASSMENT DEFINED

Harassment, intimidation, and bullying is defined as any intentional verbal or physical acts, or any written message or image, including those that are electronically transmitted, that have the purpose or effect of materially or substantially interfering with an individual's educational or work performance, or creating an intimidating, hostile, or offensive educational or work environment. This may include, but is not limited to:

- Physical acts that harm an individual or an individual's property.
- Acts that have the effect of substantially interfering with an individual's education or work performance, or are so severe, persistent or pervasive that it creates an intimidating or threatening educational environment;
- Acts that have the effect of substantially disrupting the orderly operation of the school.
- Written or verbal remarks, graffiti, pictures, photographs, emails or text messages, including but not limited to ones shown to be motivated by race, color, gender, religion, sexual orientation, ancestry, national origin, physical, or mental disabilities (RCW 9A.36.080(3)), or other distinguishing characteristics\*;
- Deliberate and unwelcome touching, cornering, pinching, or pulling on clothing;
- Offensive jokes, slurs, rumors, innuendos or teasing related to race, color, gender, religion, sexual orientation, ancestry, national origin, physical, or mental disabilities, or other distinguishing characteristics\*;

- Hazing, pranks, or other intimidating behavior directed toward an individual because of the individual's race, color, sex, religion, sexual orientation, ancestry, national origin, physical, or mental disabilities, or other distinguishing characteristics\*

\*"Other distinguishing characteristics" can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and marital status.

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.

#### C. COMPLAINT PROCESS

The superintendent or designee is authorized to direct the development and implementation of a complaint procedure consistent with complaint and investigation components of procedures 3700 and 5013, Prohibition Against Sexual Harassment, and 3705, Prohibition of Harassment, Intimidation, and Bullying.

#### D. REMEDIES AND DISCIPLINARY ACTION

The district will take measures designed to eliminate harassment, intimidation and bullying, and prevent its reoccurrence. When deemed appropriate by the district, the district shall provide support and/or assistance for individuals who have been subjected to harassment, intimidation, and bullying in the district's educational work environment. Actions taken for misconduct that occurs outside the school day and off district properties should be considered in terms of the potential to impact students in the school environment and/or its potential to disrupt the educational setting or orderly operation of school.

#### E. FALSE ACCUSATIONS AND RETALIATION

It is a violation of this policy to knowingly report false allegations of harassment, intimidation or bullying. It is also a violation of this policy to retaliate against someone making a report of harassment or for providing testimony or assisting in the investigation of such a report. Persons found to knowingly report false allegations or to retaliate also will be subject to disciplinary action.

#### D. DISSEMINATION AND DISCUSSION OF POLICY

A copy of the Prohibition of Harassment, Intimidation and Bullying policy will be distributed to staff, and volunteer coaches in school or district publications that set forth

rules, regulations, procedures, and standards of conduct for the school or district including volunteer handbooks/information. A copy of this policy also will be posted in each school building and facility in areas reasonably accessible to staff and students.

Legal References:	RCW Chapter 28A.300.285	Harassment, intimidation and bullying prevention policies
Cross References:	Policy 3200	Students Rights and Responsibilities
	Policy 3210	Equal Educational Opportunity: Prohibition Against Sexual Discrimination
	Policy 3240	Student Conduct
	Policy 3241	Classroom Management, Corrective Actions and Sanctions
	Policy 3705	Prohibition of Harassment, Intimidation, and Bullying
	Policy 5013	Prohibition Against Sexual Harassment
Management Resources:		Policy News, April 2008, Cyberbullying Policy Required
		Policy News, April 2002, Legislature Passes an Anti-Bullying Bill