

Students

ANTI-INTIMIDATION/HARASSMENT/BULLYING

Definitions

1. School-community includes but is not limited to all students, school employees, contractors, unpaid volunteers and other visitors.
2. School employee includes but is not limited to all teachers, support staff, administrators, bus drivers, custodians, cafeteria workers, coaches, school board members and agents of the school.
3. Unlawful harassment/bullying includes verbal or physical conduct of any kind, including a person's actual or perceived race, color, religion, national origin, marital status, gender or perceived gender, sexual orientation, ability/disability, and which has the purpose or effect of substantially interfering with educational performance or creating an intimidating, hostile or offensive environment.
4. Harassment/Bullying can include any unwelcome verbal, written or physical conduct, which offends, denigrates or belittles any individual because of any characteristics described above. Such conduct includes, but is not limited to unsolicited derogatory remarks, jokes, demeaning comments or behavior, slurs, mimicking, name calling, graffiti, innuendo, gestures, physical contact, stalking, threatening, bullying, extorting or the display or circulation of written materials or pictures including electronically and technologically transferred information (email, chat rooms, web pages). These apply to all of the characteristics listed above.
5. Initial Response and Reporting Expectations
The District expects all employees, if they observe or become aware of an act of intimidation, to take immediate, appropriate steps to intervene.

The act will be reported and a file shall be kept at each school site.

The District encourages students, parents and other community members who observe or become aware of a serious act of intimidation to report this act to a school administrator for further investigation.

ANTI-INTIMIDATION/HARASSMENT/BULLYING (continued)Definitions (continued)6. Investigations and Response

Any incident, which may constitute an act of intimidation and is reported, shall be thoroughly investigated by the teacher, site administrator or designee. Consequences shall be commensurate with the results of the investigation. This may include, but is not limited to, counseling, parent conference, detention, suspension, referral to the District Discipline Committee, involuntary transfer or expulsion of the offender or contact of law enforcement. If the act of intimidation is deemed to warrant a suspension, expulsion, or involuntary transfer to another school, then the matter will be processed in accordance with the board policies and administrative regulations pertaining to suspension and expulsion due process.

7. Retaliation

It is a separate and distinct violation of this policy for any member of the school community to retaliate against any person who reports alleged harassment and bullying or against any person who testifies, assists or participates in an investigation proceeding or hearing relating to such harassment. It is possible that an alleged harasser may be found to have violated this anti-retaliation provision even if the underlying complaint of harassment or bullying is not found to be a violation of this policy. Retaliation includes, but is not limited to any form of intimidation, reprisal or harassment and may be redressed through application of the same reporting, investigation, and enforcement procedures as for harassment and bullying. In addition a person who knowingly makes a false report may be subject to the same action that the District may take against any other individual who violates this policy. The term "false report" refers only to those made in bad faith and does not include a complaint that could not be corroborated or which did not rise to the level of unlawful harassment/bullying.