

### **Prohibition of Harassment, Intimidation and Bullying**

The board of directors is committed to a safe and civil education environment free from harassment, intimidation or bullying for all staff, volunteers, parents and patrons. This environment stresses the prevention of harassment, intimidation or bullying by integrating prevention and intervention education into building and support sites.

Harassment, intimidation or bullying means any intentional written or electronic media message, verbal, or physical act, including, but not limited to, one shown to be motivated by an y characteristic of race, color, religion, ancestry, national origin, gender, gender identity, marital or veteran status, sexual orientation, mental or physical disability or “other distinguishing characteristics,” when such conduct or communication has the purpose or effect of substantially interfering with an individual’s work or school environment.

“Other distinguishing characteristics” can include, but are not limited to, physical appearance, clothing or other apparel, and socioeconomic status. Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, hazing, or other written, oral or physical action. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

This policy is not intended to prohibit expression of religious, philosophical or political views, provided that the expression does not substantially disrupt the work or school 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.

The goals of this policy include appropriate intervention, restoration of a positive climate, and support for victims and others impacted by the violation. The district will take prompt equitable and remedial action within its authority on reports, complaints and grievances alleging harassment, intimidation or bullying that come to the attention of the district, either formally or informally. Depending upon the frequency and severity of the conduct, appropriate responses to violations of this policy may include interventions such as counseling, corrective action, discipline and/or referral to law enforcement to remediate the impact on the victim and the climate, and to change the behavior of the perpetrator. Other school visitors who engage in this conduct will have their access to school property and activities restricted, and their actions will be reported to the proper authorities, as appropriate.

False reports of, or retaliation for harassment, intimidation or bullying, also constitute violations of this policy. Coercion, discrimination or reprisals taken against persons filing complaints or persons acting as witnesses to complaints shall result in appropriate disciplinary action or sanctions according to district policy or other applicable laws or regulations. Persons who

knowingly file false allegations or report or corroborate false allegations shall also be subject to appropriate disciplinary action or sanctions according to district policy or other applicable laws or regulations.

In accordance with applicable laws and regulations, students, parents, staff, volunteers and other interested parties shall be informed of this policy and the accompanying regulation pertaining to filing of complaints. District employees and volunteers will be provided with appropriate information on the recognition and prevention of harassment, intimidation and bullying and their rights and responsibilities under this policy.

Cross References:    Policy 5010                    Nondiscrimination  
                             Policy 5011                    Sexual Harassment

Legal Reference:    RCW 28A.300.285    Harassment, intimidation and bullying prevention policies

Adopted: January 8, 2015