

PROHIBITION OF HARASSMENT, INTIMIDATION, AND BULLYING

The district is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers, and patrons that is free from harassment, intimidation, or bullying. Our district's core values include our commitment to value differences among people and treat one another with respect. Harassment, intimidation and bullying of students by other students, staff members, volunteers, parents or guardians are prohibited.

Prevention

The district will provide students with strategies aimed at preventing harassment, intimidation, and bullying. In its efforts to educate students, the district will seek partnerships with families, law enforcement, and other community agencies.

Interventions

Interventions will be designed to address the impact of harassment, intimidation, and bullying on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions may include counseling, correcting behavior and discipline, to law enforcement referral.

Retaliation

Retaliation is prohibited against those who report or participate in an investigation of harassment, intimidation and bullying and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation and bullying or participating in an investigation of such a report.

False Allegations

Knowingly reporting false allegations of harassment, intimidation and bullying is prohibited. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Compliance Officer

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all harassment, intimidation, and bullying incident report forms and to ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district.

The superintendent is authorized to direct the implementation of procedures to carry out this policy.

Cross References:	Policy 3200 Policy 3210 Policy 3240 Policy 3241 Policy 6590	Rights and Responsibilities Nondiscrimination Student Conduct Classroom Management, Corrective Punishment Sexual Harassment
Legal Reference:	RCW 28A.300.285 RCW 28A.600.480 RCW 9A.36.080 RCW 28A.642 RCW 49.60	Harassment, Intimidation, and Bullying Prevention Policies Reporting of Harassment, Intimidation, or Bullying -Retaliation Prohibited - Immunity Malicious Harassment – Definition and Criminal Penalty K-12 Education – Prohibition of Discrimination Discrimination – Human Rights Commission
	U.S. Depart. Of Education http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.html	Dear Colleague Letter, 2010
Management Resources:	Policy News, April 2008 Policy News, April 2002	Cyber-bullying Policy Required Legislature Passes and Anti-Bullying Bill

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Stanwood-Camano School District
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