

STUDENTS

Harassment, Intimidation, and bullying Prevention Policy

The policy of the Board of Trustees of Chinook School District # 10 is to provide students with a school environment free from harassment, intimidation and bullying. The Chinook School District will not tolerate harassment, intimidation or bullying in any form at school, school-related events (including off campus events), school sponsored activities, school buses or any event related to school business. Inciting, aiding, encouraging, coercing or directing others to commit acts of harassment, intimidation or bullying is prohibited under this policy.

Intimidation, bullying and harassment include:

(1) Any gesture or written, verbal or physical act that is perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, sexual identity, culture, social origin or condition, political affiliation or a mental, physical or sensory handicap, or by any other distinguishing characteristic; and

(2) Acts that a reasonable person knew or should have known, under the circumstances the gesture or written or physical act (a) will have the effect of harming a student or damaging the student's property; or (b) will place a student in reasonable fear of harm to the student's person or demeaning any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.

(3) An electronic act (text message, email, electronic posting, etc.) whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at a student or students or school personnel and maliciously intended for the purpose of disrupting school, or reasonably should be expected to cause a material or substantial disruption to a particular individual or group of individuals.

Reporting:

1. The District encourages; (1) students who believe they are being subjected to harassment, intimidation, or bullying by anyone and (2) students who have first-hand knowledge of such harassment to report the matter promptly to their teacher, counselor, bus driver, coach, principal, or any responsible adult who is not involved in the alleged harassment.
2. Any adult School employees, adult volunteers, district contractors or agents who witness, overhear or receive a report, formal or informal, written or oral, of harassment, intimidation or bullying shall report it in accordance with procedures developed under this policy.

Nature of Harassment, Intimidation and Bullying

Harassment, intimidation and Bullying may occur between any individuals and are not limited to:

- * Student to student
- * Staff to student
- * Student to staff
- * Staff to staff

Note: Staff by definition includes any adult providing services to the District to include but not limited to; contracted services, student teachers, interns and volunteers.

Definition of Harassment, Intimidation and Bullying

Intimidation, bullying and harassment includes but is not limited to:

- (1) Any gesture or written (including electronic), verbal or physical act that is perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, sexual identity, culture, social origin or condition, political affiliation or a mental, physical or sensory handicap, or by any other distinguishing characteristic; and that
- (2) A reasonable person knew or should have known, under the circumstances that (a) any gesture or written (including electronic) or physical act will have the effect of harming a student or damaging the student's property, or (b) placing a student in reasonable fear of harm to the student's person or damage to the student's property; or (c) has the effect of insulting or demeaning any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.

Responsibilities

Each site supervisor has the responsibility for maintaining a work environment and/or educational environment free of harassment, intimidation and bullying. Site managers shall take appropriate actions to ensure the School District's Harassment, Intimidation and Bullying policy and procedures are enforced.

These actions will include, at a minimum:

1. Providing notification in the Student and Staff handbooks of the rights of students and staff regarding harassment, threats and intimidation.
2. Acquainting new employees in the School District with this policy.
3. Taking prompt action to investigate/report complaints of harassment, intimidation and bullying.
4. Taking appropriate disciplinary action as needed.
5. Site supervisors instructing employees on the procedures for reporting harassment, intimidation and bullying within the educational setting on an as needed basis.

While it is recognized that each situation is different, at a minimum, each building's procedures shall contain the following:

1. Investigation of incidents:
 - a. Interview all students involved
 - b. Interview witnesses
 - c. Investigate background and preceding events or incidents
2. Notification: Parents of all students involved will be contacted as soon as possible.
3. Consequences: Proper application consistent with District policy.

Consequences/Follow-up

Any person who engages in threats and/or harassment against anyone in the school setting may be subject to disciplinary action. Any student who engages in threatening or harassing behavior may be subject to disciplinary action up to and including expulsion. Any staff member who engages in threatening or harassing behavior may be subject to disciplinary action up to and including dismissal.

Any staff member who permits harassment, intimidation or bullying of students may be subject to disciplinary action up to and including dismissal. Any staff member who receives complaints of harassment, intimidation and bullying and who does not act promptly and also who does not forward the complaint to their supervisor shall be disciplined appropriately.

The school district prohibits retaliatory behavior against any complainant or any participant in the complaint process. The initiation of a complaint of harassment, intimidation or bullying will not reflect negatively on the student/staff who initiates the complaint, nor will it affect the employee's job assignment, status, rights, privileges, or benefits.

Any person who retaliates (i.e. ridicule, pranks, taunting, intimidating bullying, organized ostracism) against a complainant or any individual who has participated in the investigation of a complaint of harassment, intimidation and bullying will be disciplined subject to the extent the school district has control over the individual.

Reporting/Investigation

1. The Board expects students/staff to immediately report incidents of harassment, intimidation or bullying to their supervisor and/or the designated school official who has authority to take corrective action. School personnel should not overlook incidents that, viewed alone, may not rise to the level of unlawful harassment.
2. Each complaint of harassment shall be promptly investigated in a way that respects the privacy of all parties concerned to the extent permitted by law and to the extent practical and appropriate under the circumstances.
3. The complaint investigator will put their findings in writing and communicate their findings to the complainant, any individual harassed, intimidated or bullied other than the complainant, and the alleged harasser as expeditiously as possible. In cases where students are involved in any aspect of harassment, intimidation or bullying parents will be notified as soon as possible.
4. Results may be indeterminate. If so, the matter will be recorded as unresolved and the record of the investigation will be maintained by the School District separate and apart from any student or personnel file.
5. Complaints that are determined to be of an unlawful nature will be reported immediately to law enforcement authorities.

Policy History:

Adopted on:

Revised on: March 2004; June 2008