

Northshore School District

BOARD POLICY

No. 3207

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STUDENTS

Prohibition of Harassment, Intimidation or Bullying

The district is committed to a safe and civil educational environment for all students, that is free from harassment, intimidation or bullying (hereinafter known as HIB).

Definitions

“Harassment, intimidation or bullying” means any intentional written message or image - including those that are electronically transmitted – verbal act, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender expression, gender identity, age, veteran or military status, mental or physical disability or other distinguishing characteristics, when the message or act:

- ☐ Physically harms a student or damages the student’s property.
- ☐ Has the effect of substantially interfering with a student’s education.
- ☐ Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or
- ☐ Has the effect of substantially disrupting the orderly operation of the school.

“Other distinguishing characteristics” can include but are not limited to physical appearance, clothing or other apparel, socioeconomic status, marital status and weight. Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

Harassment, intimidation or bullying can take many forms including, but not limited to slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical actions.

Conduct that is “substantially interfering with a student’s education” will be determined by considering a targeted student’s grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators.

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

“Electronic” means any communication where there is the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means.

Expression

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 and/or building, classroom or program rules.

Training

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and will be implemented in conjunction with comprehensive training of students, staff and volunteers.

Prevention

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

Interventions

Interventions are designed to remediate the impact 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. Depending on the frequency and severity of the conduct, the district will respond to harassment, intimidation, or bullying with counseling, correction discipline, and/or referral to law enforcement.

Retaliation/False Allegations

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

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, or bullying. 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.

Any employee who has witnessed or has reliable information that a student has been subjected to harassment, intimidation, or bullying, whether written, verbal, or physical, will report such an incident to an appropriate school official. Any student, parent/legal guardian, or volunteer is strongly encouraged to report such an incident to an appropriate school official.

Students with Individual Education Programs or Section 504 Plans

If allegations are made that a student with an Individual Education Program (IEP) or Section 504 Plan has been the aggressor or target of harassment, intimidation, or bullying, the school will convene the student's IEP or Section 504 team to determine whether the incident has an impact on the student's ability to receive a free, appropriate public education (FAPE). The meeting will occur regardless of whether the harassment, intimidation or bullying incident was based on the student's disability. During the meeting, the team will evaluate issues such as the student's academic performance, behavioral issues, attendance and participation in extracurricular activities. If a determination is made that the student is not receiving FAPE as a result of the harassment, intimidation or bullying incident, the district will provide all necessary additional services and supports, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives FAPE.

Compliance Officer

The superintendent/designee will appoint a compliance officer as the primary district contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district. The district compliance officer must attend at least one mandatory training opportunity offered by OSPI once OSPI has developed a statewide training class for compliance officers.

The superintendent/designee will develop procedures implementing this policy.

Cross References:

WSSDA Policy No. 3207 Prohibition of Harassment, Intimidation and Bullying
Board Policy No. 3200 Rights and Responsibilities
Board Policy No. 3210 Nondiscrimination
Board Policy No. 3240 Student Conduct

Legal References:

RCW 28A.600.477 Harassment, intimidation, and bullying prevention policies and procedures
RCW 28A.600.480 Reporting of harassment, intimidation, or bullying— Retaliation prohibited – Immunity
RCW 9A.36.080 Malicious Harassment – Definition and criminal penalty
RCW 28A.642 Discrimination prohibition
RCW 49.60 Discrimination – Human Rights Commission

Adopted: 6/14/11

Reaffirmed: 4/23/13

Revised: 7/9/13, 12/2020