
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 community members, free from any form of harassment, intimidation or bullying (hereinafter referred to as “HIB”). District employees, in particular, and students are expected to support the dignity and safety of all members of the school community. The District recognizes that any form of HIB can have an adverse effect on school climate in general and that victims of HIB, as well as those who engage in acts of HIB, cannot give full attention to their educational success. The District’s primary goal is to prevent HIB from occurring and to respond to acts of HIB through interventions, that may include discipline, education and/or counseling, to ensure that those acts end and do not reoccur.

“Harassment, intimidation or bullying” means any intentional written message or image, including those that are electronically transmitted, a verbal or physical act, including, but not limited to, one shown to be motivated by any characteristic in RCW 9A.36.080(3)—race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, or mental or physical disability, or other distinguishing characteristics—when the intentional written message, electronic message or image, verbal or physical act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening environment that limits or denies a student’s ability to benefit from or participate in the schools education and/or activity programs; or,
- Has the effect of substantially disrupting the orderly operation of the school.

A student affected by HIB does not need to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying. “Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, gender identity, and marital status. It can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, physical or electronically transmitted messages or images. “Intentional acts” of HIB refers to the individual’s choice to engage in the act, not the ultimate impact of the act(s).

The Olympia School District—~~staff~~ will not tolerate any form of HIB anywhere on District property to include any District facility, at District-sponsored events and activities on or off campuses, on school-District provided transportation, or at school bus stops. Falsely reporting acts of HIB, or retaliation against another for reporting acts of HIB, also constitute violations of this policy. Staff members who observe, or become aware of, acts of HIB must take immediate and appropriate steps to intervene in such situations, or seek assistance as is necessary to intervene. Such intervention, whether resulting in resolution or not, will be followed by a prompt verbal or written report to the school administration for recording and for further investigation and resolution, if necessary. When given notice, the administration must take prompt and appropriate action to investigate and address the reported actions.

Students and volunteers, who observe or become aware of acts of HIB, must report such acts to school staff. Such reports must also be made to the school administration for recording and for further

investigation and resolution, if necessary. Parents and visitors who become aware of acts of HIB should report those acts to the school administration for investigation and resolution.

Acts of HIB, and retaliation against those who report HIB, will result in disciplinary action that may include suspension or expulsion and/or referral to law enforcement. Those who falsely report acts of HIB will also be subject to disciplinary action. Other interventions, such as educational training, mediation, and counseling, may also be required in an effort to further remediate the impact on the victim and the general school climate, and to change the behavior of the perpetrator. Factors to be considered in determining the appropriate disciplinary action and/or other course of intervention include, but are not be limited to, the severity and frequency of the harassment, the age of the harasser and the victim, the harasser's attitude and intent, the effect it has on other students and/or staff, the relationship of the harasser to the victim, and the student's general disciplinary history.

This policy is implemented in conjunction with all District policies related to harassment of any kind. It serves as a component of the District's efforts to create and maintain a safe, civil, respectful, and inclusive learning community, and is implemented in conjunction with the District's comprehensive staff development program for staff and volunteers, including the education of students, in partnership with families and the community. On an annual basis, all students in the District will receive written and verbal orientation to the policy and its related procedures as part of the communication and distribution of student rules and regulations. Parents/legal guardians of students will receive written information related to the policy and its related procedures. This policy will be one component in the annual orientation of new District employees. 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 or building, classroom or program rules.

The Superintendent is authorized to appoint a compliance officer as the primary District contact to receive copies of all formal and informal complaints and ensure policy implementation, and to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components of procedures addressing the elements of this policy.



Cross References:

Special Education and Related Services for Eligible Students Policy 2161
Student Rights and Responsibilities..... Policy 3200
Nondiscrimination..... Policy 3210
Transgender Students..... Policy 3211
Student Conduct Policy 3240
Sexual Harassment..... Policy 6590

Legal References:

Harassment, intimidation and bullying prevention policies and procedures..... RCW 28A.300.285
Harassment, intimidation and bullying prevention policy and procedure..... WAC 392-190-059
Regulations, guidelines to eliminate discrimination—Scope—Sexual harassment policies
..... RCW 28A.640.020

Management Resources:

Responding to Bullying of Students with DisabilitiesOCR Dear Colleague Letter, October 2014
Nondiscrimination in schools addressed in revised WACs *Policy and Legal News*, December 2014
Harassment, Intimidation and Bullying Policy Strengthened*Policy News*, December 2010
Cyberbullying Policy Required *Policy News*, April 2008
Legislature Passes Anti-Bullying Bill..... *Policy News*, April 2002

Policy Adopted.....*May 27, 2003*
Revised.....*June 24, 2008*
Revised.....*June 20, 2011*
Revised.....*May 4, 2015*