

## PERSONNEL

### Prohibition of Harassment, Intimidation, and Bullying/Cyberbullying

The Shoreline School District is committed to a safe, civil learning environment where all students, employees, volunteers, parents and patrons work, learn, and participate in an environment free from harassment, intimidation, and bullying/cyberbullying. “Harassment, intimidation or bullying/cyberbullying” means any intentionally written message or image, including those that are electronically transmitted (e.g. sexting), a verbal or physical act, including but not limited to one shown to be motivated by any characteristic in RCW 9A.36.080 (race, color, national origin [including language], sex, sexual orientation, gender expression or identity, creed, religion, age, veteran or military status, disability, or the use of a trained dog guide or service animal by a person with a disability), or other distinguishing characteristics, when the act:

- physically harms staff or damages the staff’s property; or
- has the effect of substantially interfering with a staff’s work environment; or
- is so severe, persistent, or pervasive that it creates an intimidating or threatening work environment; or
- has the effect of substantially disrupting the orderly operation of the work environment.

Nothing in this section requires the affected employee to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying/cyberbullying. “Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socio-economic status, gender identity, and marital status. Harassment, intimidation or bullying/cyberbullying can take many forms including: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gesture, physical, attacks, threats, or other written oral or physical actions. “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 educational environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying/cyberbullying may still be prohibited by other district policies and/or building, classroom, or program rules.

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful, and inclusive community and is implemented in conjunction with comprehensive training of staff and volunteers, including the education of employees. This policy is to be implemented in conjunction with the Comprehensive Safe Schools Plan that includes prevention, intervention, crisis response, recovery, and annual review. Interventions are designed to remediate the impact on the targeted employee(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive work climate. Employees, in particular, are expected to support the dignity and safety of all members of the school community.

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Prohibition of Harassment, Intimidation and Bullying/Cyberbullying (continued)

Depending on the frequency and severity of the conduct, intervention, counseling, correction, discipline and/or referral to law enforcement, may occur. No employee, student, or volunteer may engage in reprisal, retaliation, or false accusation against a victim, witness, or one with reliable information about an act of harassment, intimidation, or bullying/cyberbullying. 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/cyberbullying. It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, and bullying/cyberbullying. 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 another employee has been subjected to harassment, intimidation, or bullying/cyberbullying, whether verbal or physical, is expected to report such incident to an appropriate official. Any reporting is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The superintendent 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 superintendent shall develop procedures addressing the elements of this policy, retaliation and false reporting consistent with the complaint and investigation components of Policy #5010, Nondiscrimination.

Cross reference:	Policy 5010 5013	Nondiscrimination Personnel: Sexual Harassment
Legal Reference:	RCW 28A.300.285  RCW 28A.600.480  RCW 9A.36.080 28A.640 49.60 42USC 12101-12213 WAC 392-400-215 392-190	Harassment, intimidation, and bullying prevention policies and procedures--Model policy and procedure--Training materials-- Posting on web site--Rules--Advisory committee Reporting of harassment, intimidation, or bullying- Retaliation prohibited-Immunity Malicious harassment --Definition and criminal penalty Sexual equality Discrimination--Human rights commission Americans with Disabilities Act Student Rights Equal Educational Opportunity—Unlawful discrimination prohibited Section #504 of the Rehabilitation Act of 1973 (34 CFR 104)

Adopted: August 29, 2016  
March 28, 2016