

	<p>PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING</p>	<p>Policy No. 3207 December 7, 2011 Page 1 of 3</p>
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The district is committed to a safe, civil, and equitable environment for all students, employees, parents/legal guardians, volunteers and patrons, that is free from harassment, intimidation or bullying. To ensure that the entire Seattle Public Schools community is educated or can work in a safe and nurturing environment, the following beliefs support this policy:

- **A belief** that a positive school climate built on the principles of “acceptance” and “respect” is conducive to learning and thus allows students or adults to do their best both cognitively and emotionally.
- **A belief** that the district has the opportunity to create safe and positive education and work environments through the implementation of policy and procedure.
- **A belief** that students, staff, parents, and the community have a vested interest in, and should work together to promote, healthy social, emotional, and learning outcomes.

“Harassment, intimidation or bullying” means any intentionally written message or image (including those that are electronically transmitted), or verbal or physical act. These include, but are not limited to, acts shown to be motivated by race, creed, color, religion, ancestry, national origin, age, economic status, gender, sexual orientation including gender expression or identity, pregnancy status, marital status, physical appearance, the presence of any sensory, mental or physical disability, honorably discharged veteran or military status, or the use of a trained dog guide or service animal by a person with a disability, or other distinguishing characteristics, when an act:

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

- Has the effect of substantially disrupting the orderly operation of the school or work place.

Nothing in this section requires the affected student or adult 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 or weight.

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

Behaviors/Expressions

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

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.

Training

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

Prevention

The district will provide students with strategies aimed at preventing harassment, intimidation and bullying. 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 shall 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, law enforcement referrals, and other remedies or responses as appropriate.

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.

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

Compliance Officer

The Superintendent shall 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 is authorized to develop procedures for this policy, as necessary.

Adopted: December 2011

Revised:

Cross Reference: Policy Nos. D50.00; D51.00; F11.00; 3200; 3208; 3210; 3240; 3241

Related Superintendent Procedure: 3207SP.A; 3207SP.B; 3208SP

Previous Policies:

Legal References: RCW 28A.300.285 Harassment, intimidation and bullying prevention policies and procedures – Model policy and procedure – Training materials – Posting on web site – Rules – Advisory committee

Management Resources: *Policy News*, December 2010; April 2008; April 2002