

	<p>NOTIFICATION OF THREATS OF VIOLENCE OR HARM</p>	<p>Policy No. 4314 September 7, 2011 Page 1 of 2</p>
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Students and school employees who are subjects of credible threats of violence or harm shall be notified of the threats in a timely manner. Parents shall be included in notifications to students who are subjects of threats of violence or harm. If there is a specific and significant threat to the health or safety of a student or other individuals, the district may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act, other legal limitations, and the circumstances.

The district will address threats of violence or harm in a manner consistent with the district’s safety policies, disciplinary rules, and incident management plans.

Persons found to have made threats of violence or harm against district property, students, employees or others will be subject to relevant district discipline policies and will be referred to appropriate community agencies including law enforcement and mental health services. District staff shall work with in-district and community-based professionals and services in all relevant disciplines to address threats of violence or harm, those threatened and those making the threats. Necessary information about the person making the threat shall be communicated by the principal to teachers and staff, including security personnel.

State law provides the district, school district directors and district staff with immunity from liability for providing notice of threats in good faith. Persons who make a knowingly false notification of a threat are subject to appropriate district discipline policies and may be referred for prosecution.

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

Definitions

1. Individual-directed threats of violence or harm are those that create fear of physical harm to a specific individual or individuals, communicated directly or indirectly by any means.

2. Building-directed threats of violence or harm are direct or indirect communications by any means of the intent to cause damage to a school building or school property (e.g., bomb threats), or to harm students, employees, volunteers, patrons or visitors.
3. A “credible” threat of violence or harm means a communication that, after an initial review and investigation, appears reasonably plausible of being carried out.

Credibility will be determined by the Principal or designee, in collaboration with the Seattle Public Schools Threat Assessment Team, for threats made by students; the Superintendent or designee, in collaboration with the Seattle Public Schools Threat Assessment Team, will determine credibility of threats made by staff members.

Reporting Requirement

Students, staff, volunteers, and others in the school community have the responsibility to report in a timely manner all threats of violence or harm to the Principal, building security specialist, and/or the Seattle Public Schools Safety & Security Department. The Safety & Security Department (through its Threat Assessment Team) will collaborate with building administrators in the internal investigation of the threat and the development of a safety plan. Based on the significance and credibility of the threat, the Principal or the Safety & Security Department may report the threat to law enforcement.

Notification to Others

To promote the safety of all concerned, the principal shall determine if classroom teachers, school staff, school security, and others working with the student(s) involved in the threat circumstance, should be notified. Subject to the confidentiality provisions cited above, principals shall consider all available information when determining the extent of information to be shared, including prior disciplinary records, official juvenile court records, and documented history of violence of the person who made the threat.

Adopted: September 2011

Revised:

Cross Reference: Policy Nos. 3207, 3240, 3241, 5281, 6513

Related Superintendent Procedure: 4314SP

Previous Policies: F43.00; F43.01

Legal References: RCW 28A.320.128 Notice and disclosure policies — Threats of violence — student conduct — Immunity for good faith notice — Penalty; WAC 392-400 Pupils; 20 U.S.C. § 1232g Family Educational Rights and Privacy Act; 34 C.F.R. Part 99 FERPA Regulations

Management Resources: *Policy News*, February 2010; February 2003