

**PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING**

The San Juan Island School District is committed to a safe and civil educational environment for all students, employees, volunteers, and patrons that is free from harassment, intimidation, and bullying. "Harassment, intimidation and bullying" means any intentional written, verbal, physical act or image—including those that are electronically transmitted— 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, mental or physical disability), or other distinguishing characteristics, when the intentional written, verbal, or physical act—including those acts that are electronically transmitted:

- 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 educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student 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, and weight. Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, staring, 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 may still be prohibited by other district policies 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 learning community and is to be implemented in conjunction with comprehensive training of staff and volunteers, including the education of students in partnership with families and the community. The policy shall be implemented in conjunction with the Comprehensive Safe Schools Plan that includes prevention, intervention, crisis response, recovery, and annual review. Employees, in particular, are expected to support the dignity and safety of all members of the school community.

Depending upon the frequency and severity of the conduct, intervention, counseling, correction, discipline and/or referral to law enforcement will be used to remediate the impact on the victim and the school climate and to change the behavior of the perpetrator. This includes appropriate intervention, restoration of a positive climate, and support for victims and others impacted by the violation. Interventions shall be situation specific.

False reports or retaliation for harassment, intimidation or bullying also constitute violations of this policy. Knowingly reporting false allegations of harassment,

intimidation, or bullying will not be tolerated, and persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Students or employees will not be disciplined for making a report in good faith. The district will have limited ability to respond to confidential reports where identities are not revealed. Action cannot be taken based solely on anonymous reports. Non-confidential reports in which individuals consent to having their identity revealed will provide the district more flexibility in resolving the complaints.

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone from reporting harassment, intimidation, or bullying. To maintain the integrity of the reporting process, the policy prohibits retaliation with the goal to allow victims or targets to report incidents without fear. Equally important is the need to protect members of the school community from false allegations.

The district will provide students with strategies aimed at preventing harassment, intimidation and bullying in partnership with families, law enforcement, and other agencies.

The superintendent shall be the district's compliance officer and is authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components of procedure 6590, Sexual Harassment.

Cross References:	Policy 3200	Rights and Responsibilities
	Policy 3210	Nondiscrimination
	Policy 3240	Student Conduct
	Policy 3300	Corrective Action and Punishment
	Policy 6590	Sexual Harassment

Legal Reference: Chapter 207 Laws of 2002

Adopted: 6/26/03

Revised : 5/25/11