

STUDENTS

Prohibition of Harassment, Intimidation and Bullying

Everett Public Schools maintains a safe, respectful and secure learning environment for all students that is free from harassment, intimidation and bullying. Our district's core values include our commitment to value differences among people and treat one another respectfully. Harassment, intimidation and bullying of students by other students, by staff members, by volunteers, by parents or by guardians is prohibited.

It shall be a violation of this policy and the district's student discipline policy for any student of the district to harass, intimidate or bully another student through electronic, written, verbal, nonverbal, or physical conduct while in or on school property (or in reasonable proximity thereto), school transportation, or at school-sponsored activities off school property.

Prevention

The district will provide students with strategies designed to prevent harassment, intimidation and bullying. In its efforts to educate students, the district will seek partnerships with families, law enforcement and other community agencies.

Interventions

Interventions will be designed to address the impact that harassment, intimidation and bullying has on victims and upon others impacted by the violation. Interventions will also be designed to change the behavior of the perpetrator, and to restore a positive school climate.

The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct to determine intervention strategies. Interventions may include counseling, correcting behavior and discipline, to law enforcement referrals.

Students with Individual Education Plans or Section 504 Plans

If allegations are made that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the target of harassment, intimidation or bullying, the school will convene the student's IEP or Section 504 team to determine whether the incident had an impact on the student's ability to receive a free, appropriate public education (FAPE). The meeting will occur regardless of whether the harassment, intimidation or bullying incident was based on the student's disability. During the meeting, the team will evaluate issues such as the student's academic performance, behavior issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE, as a result of the harassment, intimidation or bullying incident, the district will provide all necessary additional services and supports, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

Retaliation

Retaliation against those who report or participate in an investigation of harassment, intimidation and bullying is prohibited. Such retaliation will result in appropriate discipline.

False Allegations

Knowingly reporting false allegations of harassment, intimidation, and bullying is prohibited. 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 will appoint a compliance officer as the primary district contact to receive copies of all harassment, intimidation and bullying Incident Report Forms and to ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district.

The superintendent is authorized to direct the development and implementation of procedures to carry out this policy.

| | | |
|-------------------|---|--|
| Cross References: | Board Policy 2125 Board Policy 2145 Board Policy 2210 Board Policy 3200 Procedure 3204P Board Policy 3205 Board Policy 3210 Board Policy 3213 Board Policy 3240 Board Policy 3245 Board Policy 3246 Board Policy 3300 Board Policy 3309 Board Policy 4316 Board Policy 5253 | Web-based Curricular Materials, Classroom Websites and Achievement Tracking Products Suicide Prevention Special Education and Related Services for Eligible Students Student Rights and Responsibilities Prohibition of Harassment, Intimidation and Bullying Harassment Nondiscrimination Transgender Students Student Conduct Expectations and Sanctions Technology Use of Personal Electronic Devices Corrective Actions Definitions Notification of Threats of Violence or Harm Maintaining Professional Boundaries between Employees and Students |
| Legal References: | RCW 9A.36.080 RCW 26.44 RCW 28A.300.285 | Malicious harassment—Definition and criminal penalty Abuse of Children Harassment, intimidation, and bullying prevention policies and procedures—Model policy and procedure—Training materials—Posting on web site—Rules—Advisory committee |

| | |
|---|---|
| RCW 28A.600.480 | Reporting of harassment, intimidation, or bullying—Retaliation prohibited—Immunity |
| RCW 28A.640 | Sexual Equality |
| RCW 49.60 | Discrimination—human rights commission |
| WAC 392-190 | Equal educational opportunity—unlawful discrimination prohibited |
| WAC 392-190-059 | Harassment, intimidation, and bullying prevention policy and procedure—School districts |
| WAC 392-400-215 | Student rights |
| Title IX Education Amendments of 1972 | |

Adopted: March 25, 2003
Revised: August 28, 2008
Updated: October 2008
Revised: June 28, 2011
Updated: December 2011
Revised: June 23, 2015
Updated: March 2017
Updated: February 2018