

3204 and 3204P Harassment, Intimidation or Bullying

Revisions comply with [House Bill \(HB\) 1207](#) Harassment, Intimidation, Bullying, and Discrimination. Revisions add clarity around investigations and reporting, the submission of reports and incident forms and the definition of “aggressor.” Overall, these revisions are intended to clarify the HIB process and better align with Washington state law. The revisions also include changing the title from “Harassment, Intimidation or Bullying” to “Harassment, Intimidation or Bullying of Students.”

5320 Leaves of Absence

Revisions reflect the addition of new Policy 5320.3 Religious Leave.

5320.3 Religious Leave

This new policy complies with [RCW 1.16.050](#) requiring school districts to grant two unpaid holidays per calendar year to employees for reasons of faith or conscience or for an organized activity conducted under the auspices of a religious denomination, church, or religious organization, unless the employee’s absence would cause the district an “undue hardship.”