

PROPOSED REVISION

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STUDENTS

Prohibition of Harassment, Intimidation and Bullying

Everett Public Schools maintains a safe, ~~respectful and secure learning and civil educational~~ environment for all students employees, parents/legal guardians, volunteers and community members 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~~ sexual harassment 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.

Behaviors/Expressions (MOVED FROM PROCEDURE)

Harassment, intimidation and bullying can take many forms, including but not limited to, slurs, name calling, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, hazing, physical attacks, threats or other written, oral, or physical acts 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 will be implemented in conjunction with comprehensive training of staff and volunteers.

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.

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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 and~~ will result in appropriate discipline. **It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, and bullying.**

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 2124](#)
[Board Policy 2125](#)

[Board Policy 2145](#)
[Board Policy 2210](#)

Digital Citizenship and Media Literacy
Web-based Curricular Materials, Classroom
Websites and Achievement Tracking Products
Suicide Prevention
Special Education and Related Services for
Eligible Students

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[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](#)

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](#)

[RCW 28A.600.480](#)

[RCW 28A.640](#)
[RCW 49.60](#)
[WAC 392-190](#)

[WAC 392-190-059](#)

[WAC 392-400-215](#)

[Title IX Education Amendments of 1972](#)

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
Reporting of harassment, intimidation, or bullying—Retaliation prohibited—Immunity
Sexual Equality
Discrimination—human rights commission
Equal educational opportunity—unlawful discrimination prohibited
Harassment, intimidation, and bullying prevention policy and procedure—School districts
Student rights

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