

Policy 8207 – Harassment, Intimidation, or Bullying

The district is committed to establishing a safe and civil educational environment for all students that is free from harassment, intimidation, or bullying (HIB).

It is a violation of District policy for a member of the school community to harass, intimidate or bully a student on District property, at school-sponsored events, or when such actions create a substantial disruption of the educational process.

Students will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation (including gender expression or identity), mental or physical disability, or other distinguishing characteristics.

Policy 8207 – Harassment, Intimidation, or Bullying

- This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community.
- This policy shall be implemented in conjunction with training of students, staff, and volunteers.

A copy of this policy and its implementation procedures can be found on the district's website – www.edmonds.wednet.edu.

Definitions

Harassment, intimidation, or bullying is an intentional electronic, written, verbal, or physical act that:

- Physically harms a student or damages the student's property;
- Has the effect of substantially interfering with a student's education;
- 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.

Definitions (cont.)

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

“Other distinguishing characteristics” can include, but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

“School community” includes all students, school employees, school board members, contractors, volunteers, families, patrons, and other visitors.

Definitions (cont.)

To determine whether conduct is “substantially interfering with a student’s education,” the district will consider a targeted student’s grades, attendance, demeanor, interaction with peers, participation in activities and other indicators.

Conduct that may rise to the level of harassment, intimidation, and bullying may include, but is not limited to: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks or threats, gestures, or acts relating to an individual or group.

Behaviors/Expressions

- 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.
- If you witness behaviors that are of concern to you, please report that information to a school staff member.

Volunteer Responsibilities

- Any person in the school community (other than a staff member) who observes or receives notice that a student has or may have been the target of unresolved, severe, or persistent harassment, intimidation, or bullying, must notify school staff.
- The incidents may be reported verbally or in writing to any staff member.

Prevention

- Staff will receive annual training on the district's policy and procedure, including staff roles and responsibilities, how to monitor common areas, and how to use the reporting form.
- Staff includes, but is not limited to, educators, administrators, counselors, school nurses, food service workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, classified staff, substitute teachers, volunteers, or paraeducators.
- The district will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the district will seek partnerships with families, law enforcement, and other community agencies.

Incident Form

- To make a report in writing, a school community member may use the district's Harassment, Bullying or Intimidation (HIB) Form.
- The form can be found on the district's website:
www.edmonds.wednet.edu
or, from each school's website.

Immunity/Retaliation

- No school employee, student, or volunteer may engage in reprisal or retaliation against a targeted student, complainant, witness, or other person who brings forward information about an alleged act of harassment, intimidation or bullying.
- Retaliation is prohibited. It is a violation of Policy 8207 to threaten or harm someone for reporting harassment, intimidation, and bullying.

Relationship to Other Laws/Policies

- There are other laws and procedures to address related issues such as sexual harassment or discrimination. For information about these, please contact your school principal.