

Greater Albany SD 8J
Board Policy

Code: **JFCF**
Adopted: 3/12/01
Readopted: 5/20/02, 9/11/06, 1/22/07,
2/08/10

Hazing/Harassment/Intimidation/Bullying/Cyberbullying/Menacing – Student

The Board is committed to providing a positive and productive learning environment. Harassment, intimidation, bullying, and acts of cyberbullying by students is strictly prohibited. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Students whose behavior is found to be in violation of this policy will be subject to discipline, up to and including expulsion. The district may also file a request with the Oregon Department of Transportation to suspend the driving privileges or the right to apply for driving privileges of a student 15 years of age or older who has been suspended or expelled at least twice for menacing another student or employee, willful damage or injury to district property or for the use of threats, intimidation, harassment or coercion. Students may also be referred to law enforcement officials.

The superintendent is responsible for ensuring that this policy is implemented.

Definitions

“District” includes district facilities, district premises and nondistrict property if the student is at any district-sponsored, district-approved, or district-related activity or function such as field trips or athletic events where students are under control of the district.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment.

“Harassment, intimidation or bullying” means any act that substantially interferes with a student's educational benefits, opportunities or performance, that takes place on or immediately adjacent to district ground, at any district sponsored activity, on district-provided transportation or any official district bus stop, that may be based on, but not limited to, the protected class status of a person, having the effect of:

1. Physically harming a student or damaging a student's property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property;
3. Creating a hostile educational environment including interfering with the psychological well being of the student.

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race, color, religion, sex, sexual orientation, national origin, marital status, familial status, source of income or disability.

“Cyberbullying” is the use of any electronic communication device to harass, intimidate or bully.

“Menacing” includes, but is not limited to, any act intended to place a student or third party in fear of imminent serious physical injury.

“Retaliation” means harassment, intimidation or bullying and acts of cyberbullying toward a person in response to a student for actually or apparently reporting or participating in the investigation of harassment, intimidation or bullying and acts of cyberbullying or retaliation.

Reporting

Principals will take reports and conduct a prompt investigation of any report of an act of harassment, intimidation or bullying and acts of cyberbullying. Any employee who has knowledge of conduct in violation of this policy shall immediately report his/her concerns to the building principal. Any student who has knowledge of conduct in violation of this policy or feels he/she has been harassed, intimidated, bullied, or cyberbullied in violation of this policy shall immediately report his/her concerns to the building principal. This report may be made anonymously. A student may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate district official.

Complaints against the principal shall be filed with the superintendent. Complaints against the superintendent shall be filed with the School Board.

The complainant shall be notified of the findings of the investigation and, as appropriate, that remedial action has been taken. The complainant may request that the superintendent or designee review the actions taken in the initial investigation, in accordance with Administrative Regulation, JFCF-AR, Hazing/Harassment/Intimidation/Bullying/Cyberbullying/Menacing Complaint Procedures.

The district shall incorporate into existing training programs for students and staff information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying and acts of cyberbullying.

The superintendent shall be responsible for ensuring annual notice of this policy is provided in a student or employee handbook, school and district Web site, and school and district office and the development of administrative regulations, including reporting and investigative procedures.

Off campus and outside-of-school-time conduct that violates this policy may also be the basis for discipline if it has the potential to disrupt or impact the safe and efficient operation of the school or interfere with the rights of others.

Individuals may also be referred to law enforcement officials.

The superintendent is directed to develop administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, as needed, and provisions to ensure annual notice of this policy is provided to students, staff and third parties.

END OF POLICY

Legal Reference(s):

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| ORS 163.190 | ORS 339.240 | OAR 581-021-0045 |
| ORS 166.065 | ORS 339.250 | OAR 581-021-0046 |
| ORS 166.155 - 166.165 | ORS 339.254 | OAR 581-021-0055 |
| ORS 332.072 | ORS 339.260 | OAR 581-022-1140 |
| ORS 332.107 | ORS 339.351 - 339.364 | |
| | | HB 2599 (2009) |

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Cross Reference(s):

GBN/JBA - Sexual Harassment
JBA/GBN - Sexual Harassment
JFCM - Threats of Violence