



Code: **GBNA**  
Adopted: 2/24/10  
Readopted: 4/09/14; 5/27/15  
Orig. Code(s): GBNA; GBNAA/JFCFA

## **Hazing/Harassment/Intimidation/Bullying/Cyberbullying/Menacing – Staff**

The Board is committed to providing a positive and productive learning and working environment. To this end, acts of hazing, harassment, intimidation, bullying, cyberbullying or menacing of staff, students or third parties by students, staff or third parties is strictly prohibited and shall not be tolerated in the district. This includes, but is not limited to, such activities through the use of electronic devices. 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.

“Third parties” include, but are not limited to, school volunteers, parents, school visitors, service contractors or others engaged in district business, such as employees of businesses or organizations participating in cooperative work programs with the district and others not directly subject to district control at interdistrict and intradistrict athletic competitions or other school events.

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

Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or Board. Students found in violation of this policy will be subject to discipline up to and including expulsion.

The district may revoke the privilege of any personnel who use district equipment or electronic communication systems to engage in cyberbullying, to use any district electronic equipment under the procedures of policy IIBGA - Network Systems (Acceptable Use Guidelines).

Individuals may also be referred to law enforcement officials. Licensed staff will be reported to Teacher Standards and Practices Commission, as provided by OAR 584-020-0041.

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

END OF POLICY

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**Legal Reference(s):**

[ORS 163.190](#)  
[ORS 163.197](#)  
[ORS 166.065](#)

[ORS 166.155 to -166.165](#)  
[ORS 332.072](#)

[ORS 332.107](#)  
[ORS 659A.030](#)

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

**Cross Reference(s):**

GBN/JBA - Sexual Harassment  
JFCM - Threats of Violence