

# Douglas Education Service District

Code: **GBNA**  
Adopted: 4/16/15

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

The Board is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, menacing and acts of cyberbullying by students staff or third parties towards staff is strictly prohibited and shall not be tolerated in the ESD. 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.

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.

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 administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, and provisions to ensure annual notice of this policy is provided to staff, students 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 334.125](#)  
[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