

Hazing/Harassment/Intimidation/Bullying/Menacing - Staff

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

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 students, staff and third parties.

END OF POLICY

Legal Reference(s):

ORS 163.190	ORS 339.254	HB 2637 (2007)
ORS 166.065	ORS 339.260	
ORS 166.155 - 166.165	ORS 339.351 - 339.364	
ORS 332.072		
ORS 332.107	OAR 581-021-0045	
ORS 339.240	OAR 581-021-0046	
ORS 339.250	OAR 581-021-0055	
	OAR 581-022-1140	

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