

**Hazing/Harassment/Intimidation/Menacing/Bullying  
Cyberbullying – Staff and Third Party**

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 staff or third parties 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 shall result in disciplinary action or other appropriate sanctions.

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 shall 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.

END OF POLICY

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**Legal Reference(s):**

[ORS 163.190](#)  
[ORS 163.197\(2\)](#)  
[ORS 166.065](#)  
[ORS 166.155 - 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 - Sexual Harassment  
JFCM - Threats of Violence