

# Phoenix-Talent School District 4

Code: **GBNAA/JFCFA**  
Adopted: 9/21/06

## Cyberbullying

The Board is committed to providing a positive and productive learning and working environment. Any form of harassment using electronic devices, commonly known as “cyberbullying,” by staff or third parties is prohibited and will not be tolerated in the district. “Cyberbullying” is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person’s true or false identity. In addition, any communication of this form which disrupts or prevents a safe and positive educational or working environment may also be considered cyberbullying. Staff members will refrain from using personal communication devices or District property to harass or stalk another.

The district will take any report of cyberbullying seriously and will investigate credible reports promptly. Staff members will take appropriate action and will bring it to the attention of the principal when students report an incident of cyberbullying. Staff members will attempt to preserve evidence of the cyberbullying and will submit any evidence to the principal.

Staff members 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 will be subject to appropriate sanctions as determined and imposed by the superintendent or Board. The district may also report individuals to law enforcement if necessary.

Staff members will be responsible for complying with the internet/electronic communications policies and will be required annually to sign an “Acceptable Use Agreement” to ensure awareness of and compliance with District use policies.

END OF POLICY

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### Legal Reference(s):

[ORS 163.190](#)  
[ORS 166.065](#)  
[ORS 166.155 - 166.165](#)  
[ORS 332.072](#)

[ORS 332.107](#)  
[ORS 339.240](#)  
[ORS 339.250](#)  
[ORS 339.351 - 339.364](#)

[OAR 581-021-0045](#)  
[OAR 581-021-0046](#)  
[OAR 581-021-0055](#)  
[OAR 581-022-1140](#)

### Cross Reference(s):

JFCEB - Personal Communication Devices  
KL - Public Complaints