

**The Valley School  
of Southern Oregon**

Code: **GBNA**  
Adopted: 6/08/15  
Orig. Code(s): GBN/BNA

**Hazing, Harassment, Intimidation, Menacing, Cyberbullying**

Hazing, harassment, intimidation, cyberbullying or menacing is strictly prohibited. Staff who are found to be in violation of this policy will be subject to discipline up to and including dismissal. Individuals may also be referred to law enforcement officials and staff will be reported to the Teacher Standards and Practices Commission (TSPC). Employees must report any act of hazing, harassment, intimidation, bullying, menacing, cyberbullying or teen dating violence of students. If you are subjected to, witness or suspect any violation, report the matter immediately. If you feel that you are being harassed or are not comfortable discussing the matter with your administrator, you should report the incident directly to the Board of Directors.

END OF POLICY

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**Legal Reference(s):**

[ORS 163.190](#)  
[ORS 163.197\(2\)](#)

[ORS 166.065](#)  
[ORS 166.155 to -166.165](#)

[ORS 338.115](#)  
[ORS 659A.030](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2014).  
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).