

Harassment, Intimidation, and Bullying

WHAT DO I DO?

- Report
- Document
- Report

WHO DO I CONTACT?

- Your Building Administrator or building director
- Bill Peterson, Compliance Officer, 370-3959
- Paula Jeffries, HR Director, 924-2150

The Board of Directors of West Valley School District is firmly committed to having a safe, civil, and positive educational and work environment that encourages respect, dignity and equality for students, patrons, parents/guardians, applicants, volunteers, contractors and employees.

State Law & District Policy

(see Statutes/Regulations/District Policies on pg. 2)

In 2002, Washington adopted a law prohibiting harassment, intimidation and bullying in Washington Schools. In 2007, Washington amended the law to include electronic forms of harassment, intimidation and bullying. *Note:* This law is student to student. Adults are not included in this law except to ensure students abide by its mandate. However, all employees are expected to treat other adults with respect, professionalism, and civility.

What is harassment/bullying? Simply put, harassment is a repeated negative behavior that takes advantage of a less powerful person. The negative behavior may involve physical violence, name-calling, shunning, shaming, threatening, and/or cyber-bullying. Hitting, name-calling, shunning, and shaming are all forms of bullying.

What is Cyber-bullying? Cyber-bullying is bullying using electronic devices to initiate repeated negative behavior toward a less-powerful person. Electronic name-calling, shunning and shaming are all forms of cyber-bullying. So are spreading rumors, gossiping and making threats online. Schools are permitted to discipline students who engage in cyber-bullying if it disrupts the orderly operation of school.

To restate - for an action to be considered, it needs to meet the following definition:

Harassment, intimidation, or bullying means any intentional electronic, written, verbal, or physical act, including but not limited to one shown to be motivated because of his or her perception of the victim's race, color, religion, ancestry, national origin, gender, sexual orientation, or mental, physical, or sensory handicap or other distinguishing characteristics, when the intentional electronic, written, verbal, or physical act:

1. Physically harms a student or damages the student's property; or
2. Has the effect of substantially interfering with a student's education; or
3. Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
4. Has the effect of substantially disrupting the orderly operation of the school.

What is my role?

REPORT – DOCUMENT – REPORT to your building administrator/supervisor, school director, Equal Opportunity Officer, or to Human Resources.

Statutes/Regulations/District Policies

RCW 28A.300.285 - Harassment, intimidation, and bullying prevention policies -- Model policy and training materials -- Posting on web site

RCW 28A.600.480 - Harassment, Intimidation, Bullying Law - Reporting of harassment, intimidation, or bullying - Retaliation prohibited

RCW 28A.635.090 - Interference by force or violence – Penalty

RCW 28A.635.100 - Intimidating any administrator, teacher, classified employee, or student by threat of force or violence unlawful – Penalty

District Policy

3207 - Harassment, Intimidation and bullying.