

( ) Required  
 (X) Local  
 ( ) Notice

### PROHIBITION OF CYBER BULLYING AND HARASSMENT

The district is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers, and patrons that is free from harassment, intimidation, or bullying. “Harassment, intimidation, or bullying” means any intentionally written message or image—including those that are electronically transmitted—verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, or physical disability or other distinguishing characteristics, when an act:

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

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying.

“Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

#### **Behaviors/Expressions**

Harassment, intimidation, or bullying can take many forms including, but not limited to slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical, or electronically transmitted messages or images.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation, and bullying may still be prohibited by other district policies, the code of conduct or building, classroom or program rules.

#### **Training**

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and shall be implemented in conjunction with comprehensive training of students, staff and volunteers.

#### **Prevention**

The district will provide students with internet filtering, prevention and strategies aimed at preventing harassment, intimidation, and bullying. In its efforts to students, the district will seek partnerships with families, law enforcement, and other community agencies.

**Interventions**

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate. The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

**Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying. It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

**Social Media**

Until such time that social media websites work with the district's internet filter and comply with CIPA internet filtering; social network sites (such as Facebook, Instagram, Pinterest, Tumblr, Reedit, Twitter, Google+, Vine, Snapchat, KiK, YikYak, WhatsApp, Tinder, etc.) that cannot be filtered for inappropriate material are strictly prohibited at all times on the district's network except by authorized district administration for investigative purposes.

**Compliance Officer**

The Compliance Officer shall be the Administrator for Instructional Technology as the primary district contact to receive copies of all formal and informal complaints and ensure policy implementation.

**Adoption date: March 10, 2014**

**Revision date: April 16, 2018**