

STUDENTS

Prohibition of Harassment, Intimidation and Bullying

Everett Public Schools maintains a safe, respectful and secure learning environment for all students that is free from harassment, intimidation and bullying. Our district's core values include our commitment to value differences among people and treat one another respectfully. Harassment, intimidation and bullying of students by other students, by staff members, by volunteers, by parents or by guardians is prohibited.

It shall be a violation of this policy and the district's student discipline policy for any student of the district to harass, intimidate or bully another student through electronic, written, verbal, nonverbal, or physical conduct while in or on school property (or in reasonable proximity thereto), school transportation, or at school-sponsored activities off school property.

Prevention

The district will provide students with strategies designed to prevent harassment, intimidation and bullying. In its efforts to educate students, the district will seek partnerships with families, law enforcement and other community agencies.

Interventions

Interventions will be designed to address the impact that harassment, intimidation and bullying has on victims and upon others impacted by the violation. Interventions will also be designed 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 to determine intervention strategies. Interventions may include counseling, correcting behavior and discipline, to law enforcement referrals.

Retaliation

Retaliation against those who report or participate in an investigation of harassment, intimidation and bullying is prohibited. Such retaliation will result in appropriate discipline.

False Allegations

Knowingly reporting false allegations of harassment, intimidation, and bullying is prohibited. 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.

Compliance Officer

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all harassment, intimidation and bullying Incident Report Forms and to ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district.

The superintendent is authorized to direct the development and implementation of procedures to carry out this policy.

Cross References:	Board Policy 3200 Board Policy 3210 Board Policy 3240 Board Policy 3300	Student Rights and Responsibilities Nondiscrimination Student Conduct Corrective Actions or Punishment
Legal References:	RCW 9A.36.080 RCW 26.44 RCW 28A.300.285 RCW 28A.600.480 RCW 28A.640 RCW 49.60 WAC 392-400-215 WAC 392-190 Title IX	Malicious harassment—Definition and criminal penalty Abuse of Children Harassment, intimidation, and bullying prevention policies and procedures— Model policy and procedure—Training materials—Posting on web site—Rules— Advisory committee Reporting of harassment, intimidation, or bullying—Retaliation prohibited— Immunity Sexual Equality Discrimination—Human rights commission Student Rights Equal educational opportunity—Unlawful discrimination prohibited Education Amendments of 1972

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