

PROHIBITION OF HARASSMENT, INTIMIDATION, & BULLYING

Inclusive of dating and relationship violence

Policy No. 3207

The Blaine School District strives to create a culture of care where all individuals feel safe, valued, and respected.

Violence of any kind is a violation of human rights and an obstacle to learning. Dating violence is a specific type of conduct that is not tolerated under this policy. The behaviors included in the category of dating and relationship violence limit potential, thrive in silence, and exist for many reasons. Among these root causes are: limiting ideas about gender roles and power; privilege, oppression, and objectification based on sex, gender, race, and class; and cultural norms related to violence.

It is the policy of the district to create a safe learning environment and to provide trauma-informed support to students impacted by all forms of harassment, intimidation, and bullying. To achieve this, harassment, intimidation, or bullying are prohibited. "Harassment, intimidation, or bullying" means any intentionally written message or image – including those that are electronically submitted – verbal or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, sex, gender, sexual orientation, gender expression or identity, mental or physical disability, or other distinguishing characteristics, when an act, including that which occurs outside the school setting:

- 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.
- Has the effect of or potential to be substantially disrupting the orderly operation of the school.
- Limits a students' freedom to express themselves without fear of retaliation or harm.

Reported acts of violence that may fall under this policy and which have no clear impact on the school setting, will be referred to the police. 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 physical appearance, clothing or other apparel, relationship status, socio-economic status, weight, or any other characteristic that could be used to assert dominance over, to harm, or to intimidate a person.

"Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s) with no other context. The purpose of identifying intention is to acknowledge that young people are in a process of learning about the impacts of their actions. The Blaine School District acknowledges that the impact an act has on another person is also an important consideration in creating safety.

Behaviors/Expressions

Harassment, intimidation, or bullying can take many forms including, but not limited to: slurs, rumors, jokes, innuendos, controlling a dating partner or other student's actions, threats, coercion, intimidating postures, demeaning comments, put-downs, drawings, cartoons, graffiti, 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 or bullying may still be prohibited by other district policies 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 staff and volunteers. Training for staff will include information about power, coercion, healthy relationships, and consent.

Prevention

The district will provide students, staff, and families with strategies aimed at preventing harassment, intimidation, violence, and bullying. Prevention with students will include information about power, coercion, healthy relationships, and consent. The district will seek partnerships with families, law enforcement and other community agencies to prevent these issues.

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, safety and needs of the impacted student, and severity of the conduct in determining intervention strategies. Interventions will be trauma-informed and range from counseling, correcting behavior and discipline, accommodations requested by the impacted student, to law enforcement referrals. Interventions should be accessible to all students, including those with disabilities and those with limited English proficiency.

For incidents of sexual or relationship violence, the district will follow the Relationship and Sexual Violence Response Protocol, which is available on the district website at www.blainesd.org.

Retaliation

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. Students or employees will not be disciplined for making a report in good faith.

Confidentiality

To the greatest extent possible, complaints shall be treated as confidential. Students who have experienced harm should have some input into who is involved and notified about their situation, when possible. Limited disclosure may be necessary to complete a thorough investigation or because of safety concerns and mandates.

Compliance Officer

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all formal and informal complaints and 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 implementation of procedures addressing the elements of this policy.

Cross References:

- Policy 3200 Rights and Responsibilities
- Policy 3205 Sexual Violence and Harassment of Students Prohibited
- Policy 3210 Nondiscrimination
- Policy 3240 Student Conduct
- Policy 3241 Classroom Management, Corrective Action and Punishment
- Policy 6590 Sexual Harassment
- Relationship Abuse and Sexual Violence Response Protocol

Legal Reference:

- RCW 28A.300.285 Harassment, Intimidation and Bullying prevention policies

Management Resources:

- *Policy News*, December 2010 Harassment, Intimidation and Bullying Policy Strengthened
- *Policy News*, April 2008 Cyber bullying Policy Required
- *Policy News*, April 2002 Legislature Passes an Anti---Bullying Bill

Local Services:

- Domestic Violence and Sexual Assault Services of Whatcom County (DVSAS) - *Services and support for those impacted by relationship abuse and sexual violence* - 360.715.1563 - www.dvsas.org
- Lummi Victims of Crime - *Culturally specific services for Native survivors and their friends/family* - 360.312.2015
- Northwest Youth Services- Queer Youth Project - *Services and support for youth who identify as LGBTQ+* - 360.734.9862

Regional and National Services:

- Love Is Respect - *An online resource for youth and their parents about teen dating violence and sexual assault* - www.loveisrespect.org
- The Northwest Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse - *Services for Survivors who identify as LGBTQ+* - 206.568.7777 - www.nwnetwork.org

Board Review and Projected Adoption Date:

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