

The Board of Trustees is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, cyber bullying, or bullying by students or third parties is strictly prohibited and shall not be tolerated in the District. This includes actions on school grounds, school property, school buses, at school bus stops, at school sponsored events and activities. It also applies to the use of electronic technology or electronic communication equipment on school computers, networks, forums, or mailing lists. It shall include actions at locations outside of those listed above that can be reasonably expected to materially and substantially interfere with or disrupt the educational environment of the school or impinge on the rights of other students or staff at school.

The Board expects all students to treat all district employees and each other with civility and respect and not to engage in behavior that is harmful to another student or staff member, or the property of another student or staff member. The Board expects students to conduct themselves in keeping with their level of maturity, with a proper regard for the rights and welfare of other students, for school personnel, and for the educational purpose underlying all school activities.

Discrimination on the basis of race, color, creed, national origin, religion, age, disability, or gender/sex in any district educational programs or employment practices is strictly prohibited.

### **DISCIPLINE**

Students whose behavior is found to be in violation of this policy will be subject to discipline and graduated consequences, up to and including expulsion consistent with the Board's policy on student discipline. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the Superintendent or Board.

Students or third parties may also be referred to law enforcement officials.

### **NOTIFICATION**

Information on the District's bullying policy and relevant procedures shall be provided in writing at the beginning of each school year to school personnel, parents, and students in the District and included in student handbooks. Information provided to students shall be provided in a manner appropriate to the student's age, grade, and level of academic achievement.

### **PROCEDURES**

The Superintendent is directed to develop administrative procedures to implement this policy. Procedures shall include descriptions of prohibited conduct, reporting and investigative procedures, and rules for disciplining students who violate this policy, and provisions to ensure notice of this policy is provided to students, teachers, and third parties.

Building principals and the Superintendent have responsibility for investigations concerning hazing, harassment, intimidation, bullying, or cyber-bullying. The investigator(s) shall be a neutral party having had no involvement in the complaint presented.

Any student, employee, or third party who has knowledge of conduct in violation of this policy or feels he or she has been a victim of hazing, harassment, intimidation, or cyber-bullying, in violation of this policy shall immediately report his or her concerns as outlined in the procedures developed in relation to this policy (372.00P).

**REPORTING**

The District shall annually report bullying incidents to, and in the manner and on the form provided by, the State Department of Education.



**LEGAL REFERENCE:**

**Idaho Code Sections: 18-917A, 33-512  
33-205  
33-512  
67-5909  
I.C. § 33-1630 Requirements for Harassment, Intimidation,  
and Bullying Information and Professional Development  
67-5909 Act Prohibited 20 U.S.C. § 1681, et seq. Title IX of  
the Educational Amendments  
20 U.S.C. § 1681, et seq. 34  
CFR Part 106 Nondiscrimination on the Basis of Sex in  
Education Programs or Activities Receiving Federal  
Financial Assistance  
I.D.A.P.A. 08.02.03.160, Safe Environment and Discipline**

**ADOPTED: April 18, 2011**

**AMENDED/REVISED: December 15, 2014; February 22, 2016**

**REFER TO: 372.00F & 372.00P**

**CROSS REFERENCE: Policy 360.00 Electronic Services for Students  
Policy 362.00 Student Use of Personal Electronic  
Communication Devices  
Policy 390.00 Student Discipline  
Policy 522.00 Employee Responsibilities Regarding  
Student Harassment, Intimidation and Bullying**