
Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying – Staff

The board is committed to providing a safe, positive and productive learning and working environment.

Hazing, harassment, intimidation, menacing or bullying, and acts of cyberbullying of staff, students or third parties (as defined under board policy GBN/JBA) by staff, students or third parties is strictly prohibited and shall not be tolerated by the district.

Retaliation against [the victim](#), any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited. [Such retaliation shall be considered a serious violation of board policy, independent of whether a report or complaint is substantiated. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.](#)

[Complaints regarding hazing, harassment, intimidation, bullying, menacing or cyberbullying of or by staff shall be processed in accordance with the procedures found in KL-AR.](#)

~~Complaints shall be filed with supervisor.~~

~~Complaints against a supervisor shall be filed with the Chief Human Resource Officer, unless the supervisor is the superintendent.~~

~~Complaints against the Chief Human Resources officer will be filed with the superintendent.~~

~~Complaints against the Superintendent shall be filed with the board chair.~~

Staff whose behavior is found to be in violation of this policy will be subject to [consequences and appropriate remedial action which may include](#) discipline, up to and including dismissal. 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 the board. [Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action, which may include discipline, up to and including expulsion.](#)

Individuals may also be referred to law enforcement officials. Licensed staff will be reported to the Teacher Standards and Practices Commission, ~~as provided~~ [if required](#) by Oregon Administrative Rule (OAR) 584-020-0041.

The superintendent is directed to develop administrative regulations to implement this policy. The administrative regulations ~~shall will include reporting requirements and~~ definitions of prohibited behaviors, [reporting and investigative procedures, and provisions to ensure](#) notice of this policy is provided to students, staff and third parties.

END OF POLICY

Legal Reference(s):

[ORS 163.190](#)

[ORS 163.197](#)

[ORS 166.065](#)

[ORS 166.155 to -166.165](#)

[ORS 174.100](#)

[ORS 332.072](#)

[ORS 332.107](#)

[ORS 339.250](#)

[ORS 659A.006](#)

[ORS 659A.029](#)

[ORS 659A.030](#)

[ORS 659A.103 - 659A.143](#)

[ORS 659A.199 - 659A.224](#)

[OAR 839-003-0000](#)

[OAR 839-005-0021](#)

[OAR 839-005-0030](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).

[Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. Seq. \(2012\).](#)

[Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 \(2012\); 29 C.F.R. Part 1626 \(2018\)](#)

[Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 \(2012\); 29 C.F.R. Part 1630 \(2018\); 28 C.F.R. Part 35 \(2018\).](#)

[Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 \(2012\).](#)

Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).

[OREGON BUREAU OF LABOR AND INDUSTRIES, Workplace Bullying \(visited Feb. 26, 2019\).](#)

[<https://www.oregon.gov/boli/docs/WorkplaceBullyingPoster-2018.pdf>.](https://www.oregon.gov/boli/docs/WorkplaceBullyingPoster-2018.pdf)

Cross Reference(s):

GBN/JBA - Sexual Harassment

JFCF - Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence or Domestic Violence – Student

JFCM - Threats of Violence

KL - Public Complaints