

Hazing/Harassment/Intimidation/Bullying/Menacing – Staff

The Board is committed to providing a positive and productive learning and working environment. Hazing, Harassment, intimidation, menacing or bullying, ~~including and acts of cyberbullying~~ by students, staff or third parties is strictly prohibited and shall not be tolerated in the district. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited.

~~Students who have engaged in behavior prohibited by this policy will be subject to [remedial action and] discipline [which may include referral for counseling, loss of privileges and other discipline,] up to and including expulsion. The district may also file a request with the Oregon Department of Transportation to suspend the driving privileges or the right to apply for driving privileges of a student 15 years of age or older who has been suspended or expelled at least twice for menacing another student or employee, willful damage or injury to district property or for the use of threats, bullying, intimidation, harassment or coercion.~~ Staff whose behavior is found to be in violation of this policy will be subject to 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 Board.

Individuals may also be referred to law enforcement officials. **Licensed** staff will be reported to Teacher Standards and Practices Commission, as provided by OAR 584-020-0041.

The superintendent is directed to develop administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, and provisions to ensure [annual] notice of this policy is provided to students, staff and third parties.

END OF POLICY

Legal Reference(s):

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| ORS 163.190 | ORS 339.240 | OAR 581-021-0045 |
| ORS 163.197(2) | ORS 339.250 | OAR 581-021-0046 |
| ORS 166.065 | ORS 339.254 | OAR 581-021-0055 |
| ORS 166.155 - 166.165 | ORS 339.260 | OAR 581-022-1140 |
| ORS 332.072 | ORS 339.351 - 339.364 | HB 2599 (2009) |
| ORS 332.107 | | |
| ORS 659A.030 | | |

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

HR12/10/09 | PH