

## **Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying – Staff**

The Board is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, bullying, menacing, and acts of cyberbullying of staff, students or third parties by staff, students 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.

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

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### **Legal Reference(s):**

ORS 163.190  
ORS 163.197  
ORS 166.065

ORS 166.155 to -166.165  
ORS 332.072  
ORS 332.107

ORS 659A.030

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

# Oregon School Boards Association Selected Sample Policy

Code: **GBNA**  
Adopted:

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END OF POLICY

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|                       |                                |                     |
|-----------------------|--------------------------------|---------------------|
| <u>ORS 163.190</u>    | <u>ORS 166.155 to -166.165</u> | <u>ORS 659A.030</u> |
| <u>ORS 163.197(2)</u> | <u>ORS 332.072</u>             |                     |
| <u>ORS 166.065</u>    | <u>ORS 332.107</u>             |                     |

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HR6/12/14 | PH

# Pendleton School District 16R

Code: GBNA  
Adopted: 5/10/10

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### Cross Reference(s):

GBN/JBA - Sexual Harassment  
JFCM - Threats of Violence