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3 **STUDENTS**

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5 Bullying/Harassment/Intimidation/Hazing

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7 The Board will strive to provide a positive and productive learning and working environment.
8 Bullying, harassment, intimidation, or hazing, by students, staff, or third parties, is strictly
9 prohibited and shall not be tolerated. This includes bullying, harassment, or intimidation via
10 electronic communication devices (“cyberbullying”).

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12 Definitions

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14 1. “Third parties” include but are not limited to coaches, school volunteers, parents, school
15 visitors, service contractors or others engaged in District business, such as employees of
16 businesses or organizations participating in cooperative work programs with the District,
17 and others not directly subject to District control at inter-district and intra-District athletic
18 competitions or other school events.
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- 20 2. “District” includes District facilities, District premises, and non-District property if the
21 student or employee is at any District-sponsored, District-approved, or District-related
22 activity or function, such as field trips or athletic events, where students are under the
23 control of the District or where the employee is engaged in District business.
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- 25 3. “Hazing” includes but is not limited to any act that recklessly or intentionally endangers
26 the mental or physical health or safety of a student for the purpose of initiation or as a
27 condition or precondition of attaining membership in or affiliation with any District-
28 sponsored activity or grade-level attainment, including but not limited to forced
29 consumption of any drink, alcoholic beverage, drug, or controlled substance, forced
30 exposure to the elements, forced prolonged exclusion from social contact, sleep
31 deprivation, or any other forced activity that could adversely affect the mental or physical
32 health or safety of a student; requires, encourages, authorizes, or permits another to be
33 subject to wearing or carrying any obscene or physically burdensome article, assignment
34 of pranks to be performed, or other such activities intended to degrade or humiliate.
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- 36 4. “Harassment, intimidation, or bullying” means any act that substantially interferes with a
37 student’s educational benefits, opportunities, or performance, that takes place on or
38 immediately adjacent to school grounds, at any school-sponsored activity, on school-
39 provided transportation, at any official school bus stop, or anywhere conduct may
40 reasonably be considered to be a threat or an attempted intimidation of a student or staff
41 member or an interference with school purposes or an educational function, and that has
42 the effect of:
- 43 a. Physically harming a student or damaging a student’s property;
 - 44 b. Knowingly placing a student in reasonable fear of physical harm to the student or
45 damage to the student’s property.
 - 46 c. Creating a hostile educational environment.

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4 5. "Electronic communication device" means any mode of electronic communication,
5 including, but not limited to, computers, cell phones, PDAs, or the internet.
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7 Reporting
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9 All complaints about behavior that may violate this policy shall be promptly investigated. Any
10 student, employee, or third party who has knowledge of conduct in violation of this policy or
11 feels he/she has been a victim of hazing, harassment, intimidation, or bullying in violation of this
12 policy is encouraged to immediately report his/her concerns to the building principal or the
13 District Administrator, who have overall responsibility for such investigations. A student may
14 also report concerns to a teacher or counselor, who will be responsible for notifying the
15 appropriate District official. Complaints against the building principal shall be filed with the
16 Superintendent. Complaints against the Superintendent or District Administrator shall be filed
17 with the Board.
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19 The complainant shall be notified of the findings of the investigation and, as appropriate, that
20 remedial action has been taken.
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22 Responsibilities
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24 The District Administrator shall be responsible for ensuring notice of this policy is provided to
25 students, staff, and third parties and for the development of administrative regulations, including
26 reporting and investigative procedures, as needed.
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28 Consequences
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30 Students whose behavior is found to be in violation of this policy will be subject to discipline up
31 to and including expulsion. Staff whose behavior is found to be in violation of this policy will be
32 subject to discipline up to and including dismissal. Third parties whose behavior is found to be in
33 violation of this policy shall be subject to appropriate sanctions as determined and imposed by
34 the District Administrator or the Board. Individuals may also be referred to law enforcement
35 officials.
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37 Retaliation and Reprisal
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39 Retaliation is prohibited against any person who reports or is thought to have reported a
40 violation, files a complaint, or otherwise participates in an investigation or inquiry. Such
41 retaliation shall be considered a serious violation of Board policy, whether or not a complaint is
42 substantiated. False charges shall also be regarded as a serious offense and will result in
43 disciplinary action or other appropriate sanctions.
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Cross Reference: 3225F Harassment Reporting Form for Students

Legal Reference: 10.55.701(1)(g), ARM Board of Trustees
10.55.801(1)(d), ARM School Climate

Policy History:

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Reviewed on:

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