

STUDENTS

1 Bullying/Harassment/Intimidation/Hazing

2
3 The Board will strive to provide a positive and productive learning and working environment.
4 Bullying, harassment, intimidation, or hazing, by students, staff, or third parties, is strictly
5 prohibited and shall not be tolerated.

6
7 Definitions

8
9 1. "Third parties" include but are not limited to coaches, school volunteers, parents, school
10 visitors, service contractors or others engaged in District business, such as employees of
11 businesses or organizations participating in cooperative work programs with the District, and
12 others not directly subject to District control at inter-district and intra-District athletic
13 competitions or other school events.

14
15 2. "District" includes District facilities, District premises, and non-District property if the
16 student or employee is at any District-sponsored, District-approved, or District-related activity or
17 function, such as field trips or athletic events, where students are under the control of the District
18 or where the employee is engaged in District business.

19
20 3. "Hazing" includes but is not limited to any act that recklessly or intentionally endangers
21 the mental or physical health or safety of a student for the purpose of initiation or as a condition
22 or precondition of attaining membership in or affiliation with any District-sponsored activity or
23 grade-level attainment, including but not limited to forced consumption of any drink, alcoholic
24 beverage, drug, or controlled substance, forced exposure to the elements, forced prolonged
25 exclusion from social contact, sleep deprivation, or any other forced activity that could adversely
26 affect the mental or physical health or safety of a student; requires, encourages, authorizes, or
27 permits another to be subject to wearing or carrying any obscene or physically burdensome
28 article, assignment of pranks to be performed, or other such activities intended to degrade or
29 humiliate.

30
31 4. "Bullying" means any harassment, intimidation, hazing, or threatening, insulting, or
32 demeaning gesture or physical contact, including any intentional written, verbal, or electronic
33 communication ("cyberbullying") or threat directed against a student that is persistent, severe, or
34 repeated, and that substantially interferes with a student's educational benefits, opportunities, or
35 performance, that takes place on or immediately adjacent to school grounds, at any school-
36 sponsored activity, on school-provided transportation, at any official school bus stop, or
37 anywhere conduct may reasonably be considered to be a threat or an attempted intimidation of a
38 student or staff member or an interference with school purposes or an educational function, and
39 that has the effect of:

- 40 a. Physically harming a student or damaging a student's property;
41 b. Knowingly placing a student in reasonable fear of physical harm to the student or
42 damage to the student's property.
43 c. Creating a hostile educational environment.
44 d. Substantially and materially disrupts the orderly operation of a school.

STUDENTS

1
2 5. "Electronic communication device" means any mode of electronic communication,
3 including, but not limited to, computers, cell phones, PDAs, or the internet.
4

5 Reporting
6

7 All complaints about behavior that may violate this policy shall be promptly investigated. Any
8 student, employee, or third party who has knowledge of conduct in violation of this policy or
9 feels he/she has been a victim of hazing, harassment, intimidation, or bullying in violation of this
10 policy is encouraged to immediately report his/her concerns to the building principal or the
11 District Administrator, who have overall responsibility for such investigations. A student may
12 also report concerns to a teacher or counselor, who will be responsible for notifying the
13 appropriate District official. Complaints against the building principal shall be filed with the
14 Superintendent. Complaints against the Superintendent or District Administrator shall be filed
15 with the Board.
16

17 The complainant shall be notified of the findings of the investigation and, as appropriate, that
18 remedial action has been taken. As part of the investigation, the guidance counselor will meet
19 with the victim to make sure he/she is comfortable with the resolution of the problem
20

21 Exhaustion of administrative remedies
22

23 A person alleging violation of any form of harassment, intimidation, hazing, or threatening,
24 insulting, or demeaning gesture or physical contact, including any intentional written, verbal, or
25 electronic communication, as stated above, may seek redress under any available law, either civil
26 or criminal, after exhausting all administrative remedies.
27
28

29 Responsibilities
30

31 The District Administrator shall be responsible for ensuring notice of this policy is provided to
32 students, staff, and third parties and for the development of administrative regulations, including
33 reporting and investigative procedures, as needed.
34

35 Consequences
36

37 Students whose behavior is found to be in violation of this policy will be subject to discipline up
38 to and including expulsion. Staff whose behavior is found to be in violation of this policy will be
39 subject to discipline up to and including dismissal. Third parties whose behavior is found to be
40 in violation of this policy shall be subject to appropriate sanctions as determined and imposed by
41 the District Administrator or the Board. Individuals may also be referred to law enforcement
42 officials.
43

44 Retaliation and Reprisal

STUDENTS

1
2 Retaliation is prohibited against any person who reports or is thought to have reported a
3 violation, files a complaint, or otherwise participates in an investigation or inquiry. Such
4 retaliation shall be considered a serious violation of Board policy, whether or not a complaint is
5 substantiated. False charges shall also be regarded as a serious offense and will result in
6 disciplinary action or other appropriate sanctions.

7
8 Cross Reference: 3225F Harassment Reporting Form for Students
9 Legal Reference: 10.55.701(1)(g), ARM Board of Trustees
10 10.55.801(1)(d), ARM School Climate
11 10.55.719, ARM, Student Protection Procedures

12
13 Policy History:

14 Adopted on: February 2007
15 Revised on: April 21, 2009; June 2012, January 2016

16
17 *Note: The revisions included the addition of lines 5-6 and #5 of page 1.*
18 *June 2012 revision added page 2 line 8 thru 10 last sentence.*
19 *January 2016 revision clarifies "Bullying" and adds section on Exhaustion of administrative*
20 *remedies.*