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3 **STUDENTS**

4
5 Bullying/Harassment/Intimidation/Hazing

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

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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 visitors,
15 service contractors or others engaged in District business, such as employees of businesses or
16 organizations participating in cooperative work programs with the District, and others not directly
17 subject to District control at inter-district and intra-District athletic competitions or other school
18 events.
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- 20 2. "District" includes District facilities, District premises, and non-District property if the student or
21 employee is at any District-sponsored, District-approved, or District-related activity or function,
22 such as field trips or athletic events, where students are under the control of the District or where
23 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 the
26 mental or physical health or safety of a student for the purpose of initiation or as a condition or
27 precondition of attaining membership in or affiliation with any District-sponsored activity or
28 grade-level attainment, including but not limited to forced consumption of any drink, alcoholic
29 beverage, drug, or controlled substance, forced exposure to the elements, forced prolonged
30 exclusion from social contact, sleep deprivation, or any other forced activity that could adversely
31 affect the mental or physical health or safety of a student; requires, encourages, authorizes, or
32 permits another to be subject to wearing or carrying any obscene or physically burdensome
33 article, assignment of pranks to be performed, or other such activities intended to degrade or
34 humiliate.
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- 36 4. "Bullying" means any harassment, intimidation, hazing, or threatening, insulting, or demeaning
37 gesture or physical contact, including any intentional written, verbal, or electronic communication
38 ("cyberbullying") or threat directed against a student that is persistent, severe, or repeated,
39 and that substantially interferes with a student's educational benefits, opportunities or
40 performance, that takes place on or immediately adjacent to school grounds, at any school-
41 -sponsored activity, on school-provided transportation, at any official school bus stop, or anywhere
42 conduct may reasonably be considered to be a threat or an attempted intimidation of a student or
43 staff member or an interference with school purposes or an educational function, and that has the
44 effect of:
- 45 a. Physically harming a student or damaging a student's property;
 - 46 b. Knowingly placing a student in reasonable fear of physical harm to the student or
47 damage to the student's property;
 - 48 c. Creating a hostile educational environment, or;
 - 49 d. Substantially and materially disrupts the orderly operation of a school.

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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 feels he/she
11 has been a victim of hazing, harassment, intimidation, or bullying in violation of this policy is encouraged
12 to immediately report his/her concerns to the building principal or the District Administrator, who have
13 overall responsibility for such investigations. A student may also report concerns to a teacher or
14 counselor, who will be responsible for notifying the appropriate District official. Complaints against the
15 building principal shall be filed with the Superintendent. Complaints against the Superintendent or
16 District Administrator shall be filed with the Board.
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18 The complainant shall be notified of the findings of the investigation and, as appropriate, that remedial
19 action has been taken.
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21 Exhaustion of administrative remedies
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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.
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28 Responsibilities
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30 The District Administrator shall be responsible for ensuring notice of this policy is provided to students,
31 staff, and third parties and for the development of administrative regulations, including reporting and
32 investigative procedures, as needed.
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34 Consequences
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36 Students whose behavior is found to be in violation of this policy will be subject to discipline up to and
37 including expulsion. Staff whose behavior is found to be in violation of this policy will be subject to
38 discipline up to and including dismissal. Third parties whose behavior is found to be in violation of this
39 policy shall be subject to appropriate sanctions as determined and imposed by the District Administrator
40 or the Board. Individuals may also be referred to law enforcement officials.
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42 Retaliation and Reprisal
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44 Retaliation is prohibited against any person who reports or is thought to have reported a violation, files a
45 complaint, or otherwise participates in an investigation or inquiry. Such retaliation shall be considered a
46 serious violation of Board policy, whether or not a complaint is substantiated. False charges shall also be
47 regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.
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49 Cross Reference: 3225F Harassment Reporting Form for Students
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51 Legal Reference: 10.55.701(2)(f), ARM Board of Trustees

1 10.55.719, ARM Student Protection Procedures
2 10.55.801(1)(d), ARM School Climate

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4 Policy History:
5 Adopted on: May 24th, 20015
6 Reviewed on: June 14th, 2011
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