

PERSONNEL

BULLYING, HARASSMENT, AND INTIMIDATION

The District is committed to a safe, civil learning environment where all students, employees, and patrons work, learn, and participate in an environment free from bullying, harassment, and intimidation. District prohibits bullying, harassment, and intimidation, based on actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, gender identity, disability or marital status, or other individual characteristics, including, but not limited to socio-economic status and physical appearance.

Bullying, harassment and intimidation can take many forms and can include slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks or threats, or other gestures, or written, oral, or physical acts relating to an individual or group which:

1. Have the effect of creating an intimidating, hostile or offensive working or learning environment;
2. Have the effect of unreasonably interfering with an individual's work performance or education;
3. Otherwise unreasonably affects an individual's employment or educational opportunities; or
4. Violates the civility standard of the district.

This policy does not prohibit civil, respectful expressions of religious or political views.

This policy is a component of the district's responsibility to create and maintain a safe, civil and inclusive learning community. The policy is to be implemented in conjunction with comprehensive training of staff and volunteers, education of students and partnerships with families and the community.

The frequency and severity of the conduct will determine whether intervention, counseling or discipline is used to remediate the impact on the victim and change the behavior of the perpetrator.

The superintendent is authorized to develop and adopt procedures addressing the elements of this policy, retaliation and false reporting consistent with the complaint and investigation components of Procedure 5013, Sexual Harassment.

Adoption Date: February 24, 2003
Wenatchee School District