

Our Commitment to the School Community

Issaquah School District is committed to a safe and civil educational environment for all students, employees, parents/guardians, volunteers, and patrons, that is free from harassment, intimidation and bullying.

Useful websites

<http://www.issaquah.wednet.edu/district/regulations>

Find related policies and procedures.

- o 3207 Regulation: Prohibition Against Harassment, Intimidation, and Bullying
- o 3207 Procedures
- o 3207 Incident form
- o 3213 Regulation: Sexual Harassment
- o 3213 Procedures

<http://www.issaquah.wednet.edu/family/bullying>

This is the anti-harassment page of the Issaquah School District website.

<https://www.stopbullying.gov/>

This U.S. Government website is managed by the department of Health and Human Services, Education, and Justice. There are materials here for both kids and adults.



Our students will be prepared for and eager to accept the academic, occupational, personal, and practical challenges of life in a dynamic global environment.

Harassment, Intimidation and Bullying Regulations and Procedures Summary

Issaquah School District

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<https://www.issaquah.wednet.edu/>

District Compliance Officer

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Definition of Harassment, Intimidation and Bullying

“Harassment, intimidation or bullying” means any intentional electronic, written, verbal, or physical act, including but not limited to those shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, mental or physical disability or other distinguishing characteristics, when such an act:

- o Physically or emotionally harms a student or damages the student’s property; or
- o Has the effect of substantially interfering with a student’s education; or
- o Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- o Has the effect of substantially disrupting the orderly operation of the school.

What makes Bullying different from other behaviors that are inappropriate?

Bullying involves an intentional, repeated, negative act where a power differential often exists between the victim and the aggressor(s), and the behavior hurts or harms another person physically or emotionally.

Cyberbullying is the repeated use of computers, cellphones, and other electronic devices to harm, harass, humiliate, threaten, or damage the reputation and relationships of the intended target.

There are other types of aggressive behavior that do not fit the definition of bullying. This does not mean that they are any less serious or require less attention than bullying. Rather, these behaviors re-

quire different prevention and response strategies.

These behaviors include:

- o Teasing
- o Peer conflict;
- o Teen dating violence;
- o Sexual harassment;
- o Stalking

Teasing is different from bullying, at least from the perspective of the perpetrator. From the perspective of the victim, this distinction may be unimportant. Teasing can also turn into bullying. But the distinction between bullying and teasing is important, because the way teasing and the way bullying work socially are very different. To address peer-on-peer conflict, it’s important to keep that distinction clear. Teasing is an AMBIGUOUS social exchange that can be friendly, neutral, or negative.

How do we address Bullying?

- o **Teach/inform students.** Students are given age-appropriate information about bullying, prevention strategies, and ways to identify and report bullying. Each school displays information or posters about bullying and have reporting forms available.
- o **Staff training.** Staff receives annual training on the school district’s regulations and procedures, including staff roles and responsibilities and the use of the district’s incident reporting forms.

We recognize that bullying can be a widespread problem that can happen anywhere despite education and prevention efforts. We ask you to partner with us to address this problem and to ensure that our schools are safe and positive places for growing and learning.

How can you report Bullying?

You can report bullying to any school staff member, the building principal, or the District Compliance Officer. Reports can be filed confidentially. Each school office has reporting forms. They are also available on the Issaquah School District website, <http://www.issaquah.wednet.edu> in the **Family Resources** section.

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The District Compliance Officer oversees implementation across the district and serves as a resource.

What happens after Bullying is reported?

Each situation is different. Sometimes a report can be followed by quick intervention and resolution. These situations typically do not meet the definition of bullying.

When an incident or series of incidents meets the definition of bullying described above, a designated staff member conducts an investigation and follows a specific timeline described in the procedures. The investigation includes interviews and notification of parents of both the alleged aggressor and the targeted student. If the outcome of the investigation indicates that bullying has occurred, correction may be taken and a safety or success plan is developed which includes a plan for follow-up. On completion of the investigation and the plan, a report form is forwarded to the Executive Director of Compliance and Legal Affairs.

The complete policies and procedures including the report forms can be viewed on the district website under Family Resources. You may obtain

hard copies from your school or the district office.