

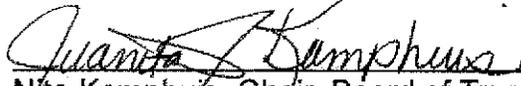
WASHINGTON STATE CENTER FOR CHILDHOOD DEAFNESS & HEARING LOSS

POLICY: 3207 (replaces 3202)

Adopted: November 18, 2011

SUBJECT: **Prohibition of Harassment, Intimidation and Bullying**

Approved by:


Nita Kamphuis, Chair, Board of Trustees

The Washington State Center for Childhood Deafness & Hearing Loss (CDHL) operates the Washington School for the Deaf (WSD) is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and patrons that is free from harassment, intimidation or bullying.

"Harassment, intimidation or bullying" means any intentionally written message or image, including those that are electronically transmitted, verbal or physical act, including but not limited to one shown to be motivated by color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability, or other distinguishing characteristics, when an act:

- Physically harms a student or damages the student's property.
- Has the effect of substantially interfering with a student's education.
- Is so severe, persistent or pervasive that it creates an intimidating or threatening environment in the educational and/or residential setting.
- Has the effect of substantially disrupting the orderly operation of the school and or residential program.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

"Other distinguishing characteristics" can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

"Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

Behaviors/Expressions

Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the

educational environment. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other CDHL policies or building, classroom or program rules.

Training

This policy is a component of WSD's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and shall be implemented in conjunction with comprehensive training of staff and volunteers.

Prevention

Washington School for the Deaf will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, CDHL will seek partnerships with families, law enforcement and other community agencies.

Interventions

Interventions are designed to remediate the impact on the targeted student(s) and other impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

Washington School for the Deaf will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

Retaliation/False Allegations

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

It is also a violation of CDHL policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Compliance Officer

The Director will appoint a compliance officer as the primary agency contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance office will be communicated throughout the agency.

Cross References: Policy 3200
Policy 3203
Policy 3204

Rights and Responsibilities
Behavior Management
Aversive Interventions

Legal References: RCW 28A.300.285 Harassment, intimidation and bullying prevention policies

Management Resources:

- *Policy News*, December 2010 (Harassment, Intimidation and Bullying Policy Strengthened)
- *Policy News*, April 2008 (Cyberbullying Policy Required)
- *Policy News*, April 2002 (Legislature Passes and Anti-Bullying Bill)