

STUDENT PERSONNEL

Series 500

Policy: HAZING, HARASSMENT, BULLYING, INAPPROPRIATE ONLINE BEHAVIOR

Code: 506.13

The Lapwai School District Board of Trustees is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, cyber bullying, or bullying by students or third parties is strictly prohibited and shall not be tolerated in the District. This includes, but is not limited to, actions on school grounds, school property, school buses, at school bus stops, and at school sponsored events and activities.

The Board expects all students to treat each other with civility and respect and not to engage in behavior that is harmful to another student or the property of another student. The Board expects students to conduct themselves in keeping with their level of maturity, with a proper regard for the rights and welfare of other students, for school personnel, and for the educational purpose underlying all school activities.

The following definitions and procedures shall be used for reporting, investigating and resolving complaints of hazing, harassment, intimidation, bullying, cyber bullying, and menacing.

Definitions

1. "Third parties" include, but are not limited to, coaches, school volunteers, parents, school visitors, service contractors or others engaged in district business, such as employees of businesses or organizations participating in cooperative work programs with the district and others not directly subject to district control at inter-district and intra-district athletic competitions or other school events/activities.
2. "District" includes district facilities, district premises and non-district property if the student or employee is at any district-sponsored, district-approved or district-related activity or function, such as field trips or athletic events where students are under the control of the district or where the employee is engaged in district business.
3. "Hazing" includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment, i.e., forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other forced activity that could adversely affect the mental or physical health or safety of a student; requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article, assignment of pranks to be performed or other such activities intended to degrade or humiliate.
4. "Harassment" includes, but is not limited to, any act which subjects an individual or group to unwanted, abusive behavior of a nonverbal, verbal, written, electronic or physical nature on the basis of age, race, religion, color, national origin, disability, marital status, physical characteristic, gender, socioeconomic status or geographic location.
5. "Harassment, intimidation or bullying" is any act that substantially interferes with a student's

educational benefits, opportunities or performance, that takes place on or immediately adjacent to school grounds, at any school-sponsored activity, on school-provided transportation or at any official school bus stop, and that has the effect of:

- a. Physically harming a student or damaging a student's property;
 - b. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property;
 - c. Creating a hostile educational environment.
6. Any cyber bullying or other inappropriate online content or behavior, including but not limited to such, that:
- a. Harms the reputation, dignity, or safety of any student or school employee
 - b. Contains obscene or discriminatory content directed at any public-school employee, student, parent/ or legal guardian of a student, or volunteer, it shall qualify for investigation and possible discipline regardless of whether if it occurred during or outside of school hours or using school property.
7. "Intimidation" includes, but is not limited to, any threat or act intended to tamper, substantially damage or interfere with another's property, cause substantial inconvenience, subject another to offensive physical contact or inflict serious physical injury on the basis of race, color, religion, national origin or sexual orientation.
8. "Menacing" includes, but is not limited to, any act intended to place a school employee, student or third party in fear of imminent serious physical injury.

The Board is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, menacing, cyber bullying, or bullying by students, staff or third parties is strictly prohibited and shall not be tolerated in the district.

Any student, employee or third party who has knowledge of conduct in violation of this policy or feels he/she has been a victim of hazing, harassment, intimidation, bullying, cyber bullying or menacing in violation of this policy is encouraged to immediately report his/her concerns to a teacher; his/her immediate supervisor; to the building principal; or to the superintendent. Please see Code 506.13P for investigation procedures.

The building principal is the compliance officer for each building. The superintendent is the compliance officer for the District.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment or bullying may range from positive behavioral interventions up to and including suspension or expulsion, in the case of a student, or suspension or termination in the case of an employee, as set forth in the board of education's approved code of student conduct or employee handbook.

Procedures shall include descriptions of prohibited conduct, reporting and investigative procedures, as needed, and provisions to ensure notice of this policy is provided to students, staff and third parties.

Retaliation/False Charges

Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is prohibited. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Confidentiality

It is recognized that harassment is often very distressing for the victim and those who suffer harassment may be reluctant to make their concerns known. All reasonable steps will be taken to ensure that all inquiries and/or complaints are dealt with in confidence. When an act of alleged inappropriate online behavior is received, the parent/guardian of the students involved will receive notice of the report. When incidents reach the level of suspension or more serious disciplinary action for any student involved, the District will notify parents/guardians of the offenders and victims that their student was involved in an incident of harassment, hazing, intimidation, bullying, or cyberbullying. All reasonable steps will be taken to ensure that all inquiries and complaints are dealt with in a manner that allows for as much confidentiality as can be provided while at the same time allowing for a thorough and appropriate investigation and report, where appropriate. Depending upon the circumstances, law enforcement may be notified.

Policy Distribution

Information about this policy must be distributed to the school community. Faculty and staff will be reminded annually about the policy. Information about the policy will be included in student orientation material and in the student handbook. All new faculty and staff members will be given a copy of the policy as part of their orientation program.

Incident Reporting Procedures

Teachers with the support of principals and the superintendent have responsibility for investigations concerning hazing, harassment, intimidation, bullying or menacing. Any student, employee or third party who has knowledge of conduct in violation of this policy or feels he/she has been a victim of hazing, harassment, intimidation, bullying, cyber bullying or menacing in violation of this policy is encouraged to immediately report his/her concerns to a teacher; his/her immediate supervisor; to the building principal; or to the superintendent. Please see Code 506.13P for investigation procedures.

Investigation and Notification

Information on the District's bullying policy and relevant procedures shall be provided in writing at the beginning of each school year to school personnel, parents, and students in the District and shall be included in student handbooks. Information provided to students shall be provided in a manner appropriate to the student's age, grade, and level of academic achievement.

Investigation activities, as appropriate for each allegation or event will be conducted by the District's personnel or designee.

Upon receipt of an allegation of inappropriate online behavior toward a public-school employee or other person, the allegation shall be investigated to determine the veracity of the reported claims and the parent/guardian of the student shall be notified about the report. If appropriate, the District shall notify law enforcement.

When incidents of harassment, intimidation and bullying have reached the level of school suspension or more serious disciplinary action, the District shall notify the parents/guardians of the alleged victim *and* offender, in a manner that complies with all applicable privacy laws.

All complaints will be promptly investigated in accordance with the following procedures:

Step I - Any hazing, harassment, intimidation, bullying, cyber bullying or menacing information shall be presented to the supervising teacher with the support of the building principal or superintendent. Complaints against the building principal shall be filed with the superintendent. Complaints against the superintendent shall be filed with the board chairman.

Step II - The supervising teacher receiving the complaint shall promptly investigate. Parents will be notified of the nature of any complaint involving their student. The teacher and/or principal will arrange

meetings as necessary with all concerned parties. Consequences for a student who commits an act of harassment or bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and must be consistent with the board of education's approved code of student conduct. Consequences and appropriate remedial actions may range from positive behavioral interventions up to and including suspension or expulsion. Teachers and district officials will consider the following factors when assigning consequences for students in violation of this policy:

Factors for Determining Consequences

- Age, development, and maturity levels of the parties involved
- Degree of harm
- Surrounding circumstances
- Nature and severity of the behavior(s)
- A pattern of behavior
- Relationship between the parties involved
- Context in which the alleged incident(s) occurred

Step III – Whenever necessary remedial measures shall be designed to: *correct the problem behavior*; *prevent another occurrence* of the behavior; and *protect the victim* of the act. Remedial measures may include, *but are not limited to* the following examples:

Examples of Remedial Measures:

Personal

- Framing the aggressive behavior as a failed attempt to solve a real problem or reach a goal.
The adult assists the misbehaving student to find a better way to solve the problem or meet the goal
- Corrective instruction or other relevant learning or service experience
- Supportive discipline to increase accountability for the bullying offense
- Supportive interventions
- Behavioral assessment or evaluation with corresponding behavioral management plan
- Parent conferences

Environmental (Classroom, School Building, or School District)

- Set a time, place, and person to help the bully reflect on the offending behavior, maintaining an emotionally-neutral and strength-based approach
- School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation, or bullying
- Modifications of schedules
- Adjustments in hallway traffic
- Modifications in student routes or patterns traveling to and from school
- Targeted use of monitors (e.g., hallway, cafeteria, bus)
- General professional development programs for certificated and non-certificated staff
- Professional development training for staff
- Parent conferences
- Law enforcement involvement (e.g., school resource officer, juvenile officer)

Step IV - If the complainant and/or parent/guardian is not satisfied with the actions taken in Steps I – III, he/she may submit a written appeal to the superintendent or designee. The superintendent or designee will arrange such meetings with the complainant and other affected parties as deemed necessary to discuss the appeal. The superintendent or designee shall provide a written decision to the complainant’s appeal within 10 working days.

Step V - If the complainant is not satisfied with the decision at Step IV, a written appeal may be filed with the Board. Such appeal must be filed within 10 working days after receipt of the Step IV decision. The Board shall, within 20 twenty working days, conduct an informal review. The Board shall provide a written decision to the complainant within ten working days following completion of the informal review.

The Board shall review this policy annually and make required disciplinary reports, where applicable to the appropriate governmental entities.

Date of Adoption: 08/17/09
06/20/11
Readopted: July 2009
Amended: 9/21/2026

Legal References	Description
20 USC §§ 1681 - 1682	Title IX of the Education Amendments of 1972 34
CFR Part 106	Nondiscrimination on the Basis of Sex in Education Programs or Activities
	Receiving Federal Financial Assistance
IC § 18-917	Assault And Battery - Hazing
IC § 18-917A	Student Harassment-Intimidation-Bullying
IC § 33-1631	Requirements for Harassment, Intimidation and Bullying Information and Professional Development
IC § 33-205	Denial of School Attendance
IC § 33-512	District Trustees - Governance of Schools
IC § 67-5909	Commission on Human Rights - Acts Prohibited
IDAPA 08.02.03.160	Safe Environment and Discipline

Cross References: 506.12 Zero Tolerance Violence Policy