

## **Prohibition of Harassment, Intimidation, and Bullying**

The district 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 race, 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 educational environment.
- Has the effect of substantially disrupting the orderly operation of the school.

Any school staff who observes, overhears, or otherwise witnesses harassment, intimidation, or bullying or to whom such actions have been reported must take prompt and appropriate action to stop the harassment and to prevent its reoccurrence.

### **Reporting Bullying/Harassment/Intimidation:**

Students who are the victim of bullying, harassment or intimidation may report incidents either informally or formally. An informal complaint can be brought at any time. It is a voluntary method for trying to get the alleged behaviors to stop. To use the informal process a student may talk directly to the alleged perpetrator, use a third neutral party such as teacher, counselor, administrator, or talk to the alleged perpetrator; write a letter to the alleged perpetrator; use a mediator to meet with the alleged perpetrator. At any time before, during, or after the informal process is used, a student may file a formal complaint by: Filling out the district reporting form (available in all Deer Park Schools and the District Office). The report needs to be delivered to a building administrator or to the District Compliance Officer – Greg Swartz.

### **Bullying/Harassment:**

Creating a positive, safe, learning environment is a top priority for everyone in Deer Park School District. To achieve maximum success, students need to feel that school is a safe place, free from threats, intimidation, and harassment. Any student who engages in bullying or harassing behaviors will be subject to disciplinary action. As with other discipline, interventions for bullying/harassment are progressive.

### **Interventions**

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

The district 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.