

POLICY: 500.3

STUDENT-TO-STUDENT HARASSMENT/ BULLYING

Harassment/bullying of students by other students are against federal, state, and local policy and will not be tolerated in the school district. This policy is in effect while students are on school grounds, school district property, or on property within the jurisdiction of the school district; while on school-owned and/or school operated vehicles; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management of the school district and directly affects the welfare of the student and school district.

Harassment prohibited by the school district includes, but is not limited to, harassment, including bullying and hazing, on the basis of race, creed, color, ancestry, age, gender, sexual orientation, gender identity, national origin, disability, physical attributes, religion, political party preference, political belief, socioeconomic status, veteran's status, actual or potential parental, family or marital status, in its programs, services, and employment practices. Students whose behavior is found to be in violation of this policy after an investigation will be disciplined, up to and including, suspension and expulsion

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating, offensive or hostile learning environment.

Sexual harassment as set out above, may include, but is not limited to the following:

- verbal or written harassment or abuse;
- pressure for sexual activity;
- repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, achievements, etc.

Harassment/bullying means conduct of a verbal or physical nature that is designed to unreasonably embarrass, distress, agitate, disturb or trouble students when such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating, offensive or hostile learning environment.

Harassment/bullying as set forth above may include, but is not limited to the following:

- electronic, verbal, physical or written harassment, bullying or abuse;

- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades, achievement, etc.;
- demeaning jokes, stories, or activities directed at the student.

“Electronic” means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. “Electronic” includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging, or similar technologies.

The district will properly and reasonably investigate allegations of harassment/bullying. The building principal, and/or Director of Student Services, will be responsible for handling all complaints by students alleging harassment/bullying.

Retaliation against a student because the student has filed a harassment complaint or assisted or participated in a harassment/bullying investigation or proceeding is also prohibited, however, the superintendent has the right to discipline students who knowingly file false harassment complaints. A student who is found to have retaliated against another in violation of this policy will be subject to discipline, up to and including, suspension and expulsion.

It will also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. The superintendent will also be responsible for organizing training programs for students and employees. The training will include how to recognize harassment and what to do in case a student is harassed/bullied.

It will also include effective harassment/bullying prevention strategies. The superintendent will also develop a process for evaluating the effectiveness of the policy by reducing harassment/bullying in the school district. The superintendent shall also report to the board on the progress of reducing harassment/bullying in the school district.

LEGAL REFERENCE: 20 U.S.C. §§ 1221-1234i (1994).
29 U.S.C. § 794 (1994).
42 U.S.C. §§ 2000d-2000d-7 (1994).
42 U.S.C. §§ 12001 et. seq. (1994).
Iowa Code §§ 216.9; 280.3 (2005).
281 I.A.C. 12.3 (6).

Adopted:

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