



Code: **JFCF**  
Adopted: 6/19/2001  
Revised: 12/16/03, 11/17/09,  
1/18/11, 9/17/19

## **Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence - Student**

The Board is committed to providing a safe, positive and productive learning and working environment for all students. Hazing, harassment, intimidation, menacing or bullying, and acts of cyberbullying by students, staff or third parties is strictly prohibited and shall not be tolerated in the ESD.

Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or Board.

Retaliation against any person who is a victim of, who reports, is thought to have reported, or files a complaint about an act of hazing, harassment, intimidation or bullying, menacing, an act of cyberbullying or teen dating violence, or otherwise participates in an investigation or inquiry is also strictly prohibited. A person who engages in retaliation behavior will be subject to consequences and appropriate remedial action. False charges shall also be regarded as a serious offense and will result in consequences and appropriate remedial action.

Individuals may also be referred to law enforcement officials. Licensed staff will be reported to Teacher Standards and Practices Commission, as provided by OAR 584-020-0041.

The superintendent is directed to develop administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, and provisions to ensure notice of this policy is provided to staff and third parties.

END OF POLICY

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### **Legal Reference(s)**

<a href="#">ORS 163.190</a>	<a href="#">ORS 332.072</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 163.197</a>	<a href="#">ORS 339.240</a>	<a href="#">OAR 581-021-0046</a>
<a href="#">ORS 166.065</a>	<a href="#">ORS 339.250</a>	<a href="#">OAR 581-021-0055</a>
<a href="#">ORS 166.155 - 166.165</a>	<a href="#">ORS 339.254</a>	<a href="#">OAR 581-022-2310</a>
<a href="#">ORS 174.100(7)</a>	<a href="#">ORS 339.351 - 339.368</a>	<a href="#">OAR 581-022-2370</a>

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006)