

**Hazing/Harassment/Intimidation/Bullying/Menacing/
Cyberbullying/Teen Dating Violence Reporting Procedures
- Students**

The Title IX Coordinator has responsibility for investigations concerning reported acts of hazing, harassment, intimidation or bullying, menacing, acts of cyberbullying and incidents of teen dating violence. The investigator shall be a neutral party having had no involvement in the report presented.

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

- Step 1** Any reports or information on acts of hazing, harassment, intimidation or bullying, menacing, acts of cyberbullying, or incidents of teen dating violence (complaints, rumors, etc.) shall be presented to the building principal or superintendent. Reports against the building principal shall be filed with the superintendent. Reports against the superintendent shall be filed with the Board Chair. All such information will be reduced to writing and will include the specific nature of the offense and corresponding dates.
- Step 2** The Title IX Coordinator receiving the report shall promptly investigate. Parents will be notified of the nature of any report involving their student. The Title IX Coordinator will arrange such meetings as may be necessary with all concerned parties within five working days after receipt of the information or report. The parties will have an opportunity to submit evidence and a list of witnesses. All findings related to the report will be reduced to writing. The Title IX Coordinator conducting the investigation shall notify the person making the report within ten working days of receipt of the information or report, and parents as appropriate, in writing, when the investigation is concluded and a decision regarding disciplinary action, as warranted, is determined.
- A copy of the notification letter or the date and details of notification to the person making the report, together with any other documentation related to the incident, including disciplinary action taken or recommended, shall be forwarded to the superintendent.
- Step 3** If the person making the report is not satisfied with the decision at Step 2, he/she may submit a written appeal to the superintendent or designee. Such appeal must be filed within 10 working days after receipt of the Step 2 decision. The superintendent or designee will arrange such meetings with the person making the report and other affected parties as deemed necessary to discuss the appeal. The superintendent or designee shall provide a written decision to the appeal within ten (10) working days.
- Step 4** If the person making the report is not satisfied with the decision at Step 3, a written appeal may be filed with the Board. Such appeal must be filed within ten (10) working days after receipt of the Step 3 decision. The Board shall, within twenty (20)

working days, conduct a hearing at which time the person making the report shall be given an opportunity to present the report. The Board shall provide a written decision to the person making the report within ten (10) working days following completion of the hearing.

Reports against the superintendent should be referred to the Board Chair on behalf of the Board. The Board Chair shall present the report to the Board. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within twenty (20) days, in open session what action, if any, is warranted.

Reports against the Board as a whole or against an individual Board members should be made to the Board Chair on behalf of the Board. The Board Chair shall present the report to the Board. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within twenty (20) days, in open session what action, if any, is warranted.

Reports against the Board Chair may be made directly to the Board Vice-Chair on behalf of the Board. The Board Vice-Chair shall present the report to the Board. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within twenty (20) days, in open session what action, if any, is warranted.

Time lines may be extended upon written agreement between both parties. This also applies to reports filed against the superintendent or any Board member.

Direct complaints of discriminatory harassment related to educational programs and services may be made to the Regional Civil Rights Director, U.S. Department of Education, Office for Civil Rights, Region X, 915 Second Ave., Room 3310, Seattle, WA 98174-1099.

Documentation related to the incident may be maintained as a part of the student's education records or employee's personnel file. Additionally, a copy of all reported acts of hazing, harassment, intimidation or bullying, menacing, acts of cyberbullying, or incidents of teen dating violence and documentation will be maintained as a confidential file in the district office.