

**Hazing/Harassment/Intimidation/Bullying/Menacing/
Cyberbullying - Staff**

The Board is committed to providing a positive and productive learning and working environment.

Hazing, harassment, intimidation, bullying, menacing, and acts of cyberbullying of staff or third parties by staff, students, or third parties is strictly prohibited and shall not be tolerated in the district.

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

Staff whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include 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 the Board. Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including expulsions.

Individuals may also be referred to law enforcement officials. Licensed staff may be reported to Teacher Standards and Practices Commission if required by Oregon Administrative Rule (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 students, staff, and third parties.

END OF POLICY

Legal References:	ORS 339.250	OAR 839-005-0030
ORS 163.190	ORS 659A.006	
ORS 163.197	ORS 659A.029	
ORS 166.065	ORS 659A.030	
ORS 166-155 to .165	ORS 6589A.103-659A.143	
ORS 174.100	ORS 659A.199-659A.224	
ORS 332.072	OAR 839-003-0000	
ORS 332.107	OAR 839-005-0021	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000(d) (2012)

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e. Et. Seq (2012)

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2012); 29 C.F.R. Part 1626 (2018)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2018); 28 C.F.R. Part 35 (2018).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2012)

Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).

Oregon Bureau of Labor and Industries, *Workplace Bullying* (visited February 26, 2019), <<https://www.oregon.gov.boli/docs/WorkplaceBullyingPoster-2018.pdf>>