

Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying – Staff

The Board is committed to providing a safe, positive and productive learning and working environment. Hazing, harassment, intimidation, menacing or bullying, and acts of cyberbullying of staff, students or third parties (as defined under Board policy GBN/JBA) by staff, students or third parties is strictly prohibited and shall not be tolerated by the district. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited.

Complaints shall be filed with supervisor.

Complaints against a supervisor shall be filed with the chief human resources officer, unless the supervisor is the superintendent.

Complaints against the chief human resources officer will be filed with the superintendent.

Complaints against the superintendent shall be filed with the Board chair.

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 the Board.

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

The superintendent is directed to develop administrative regulations to implement this policy. The administrative regulations will include reporting requirements and definitions of prohibited behaviors. Notice of this policy will be provided to staff, students and third parties.

END OF POLICY

Legal Reference(s):

[ORS 163.190](#)
[ORS 163.197](#)
[ORS 166.065](#)

[ORS 166.155 to -166.165](#)
[ORS 332.072](#)

[ORS 332.107](#)
[ORS 659A.030](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).