

## Bullying, Intimidation, and Harassment Prevention Policy



Summit Public Schools Washington (“Summit”) is committed to providing an educational environment where all students have a right to a safe and healthy learning environment. Summit prohibits bullying and disruptive behaviors that interfere with students’ ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment.

Summit prohibits unlawful discrimination, harassment, intimidation, and bullying as defined as any intentional electronic, written, verbal, or physical act including but not limited to, one shown to be motivated by any characteristic in RCW 28A.640.010 and 28A 642.010, or other distinguishing characteristics, when the act:

1. physically harms a student or damages the student’s property;
2. has the effect of substantially interfering with a student’s education;
3. is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
4. has the effect of substantially disrupting the orderly operation of the school.

Nothing in this Policy requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying. The term “other distinguishing characteristics” can include but are not limited to physical appearance, clothing or other apparel, socioeconomic status, and weight. The term “intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

All staff members shall intervene when witnessing or receiving reports of harassment, intimidation, or bullying. Minor incidents that staff are able to resolve immediately, or incidents that do not meet the definition of harassment, intimidation, or bullying, may require no further action under this Policy.

## **Summit Public Schools Washington**

### **Behaviors/Expressions**

This Policy recognizes that 'harassment,' 'intimidation,' and 'bullying' are separate but related behaviors. Each must be addressed appropriately. The accompanying procedure differentiates the three behaviors, however, this differentiation should not be considered part of the legal definition of these behaviors.

Harassment, intimidation, or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, physical, or electronically transmitted messages or images.

This Policy is not intended to prohibit the expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other policies or building, classroom, or program rules.

### **Training**

This Policy is a component of Summit's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and will be implemented in conjunction with comprehensive training of staff and volunteers. Specific training requirements are included in the accompanying procedure.

### **Prevention**

Summit will provide students with strategies aimed at preventing harassment, intimidation, and bullying. In its efforts to train students, Summit will seek partnerships with families and community agencies, and partners.

### **Interventions**

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the aggressor, and to restore a positive school climate. Summit will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

### **Students with Individual Education Plans or Section 504 Plans**

## Summit Public Schools Washington

If allegations are proven that a student with an Individual Education Plan (“IEP”) or Section 504 Plan has been the aggressor or target of harassment, intimidation, or bullying, the school will convene the student’s IEP or Section 504 team to determine whether the incident had an impact on the student’s ability to receive a free, appropriate public education (“FAPE”). The meeting should occur regardless of whether the harassment, intimidation, or bullying incident was based on the student’s disability. During the meeting, the team will evaluate issues such as the student’s academic performance, behavioral issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE as a result of the harassment, intimidation, or bullying incident, Summit will provide additional services and supports as deemed necessary, such as counseling, monitoring, and/or reevaluation or revision of the student’s IEP or Section 504 plan, to ensure the student receives a FAPE.

### **Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this Policy to threaten or harm someone for reporting harassment, intimidation, or bullying, or participating in an investigation.

It is also a violation of Policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

### **Cyber Bullying**

The term “bullying” also includes cyber-bullying through the use of technology (e.g. cell phones, computers, tablets, as well as communication tools such as social media sites, text messages, chat, and websites). Additional information about recognizing, preventing, investigating, and resolving cyber-bullying can be found in the Student Technology Policy located within [Student and Family Resources](#).

### **Complaint Process**

Every alleged incident shall be taken seriously by school leaders, school faculty, students, and students’ families. All members of the Summit community should report any infraction or suspicion of infraction to the applicable school’s Executive Director or leaders as soon as they observe or become aware of discrimination, intimidation, harassment, or bullying.

## Summit Public Schools Washington

Summit personnel are obligated to follow appropriate Summit reporting guidelines. Summit prohibits retaliation against anyone who files a complaint or participates in the complaint investigation process. For additional information regarding the complaint process in Washington, including a timeline to investigate and resolve complaints of discrimination, harassment, intimidation, or bullying and submit appeals of Summit's findings, please review the Uniform Complaint Procedure. The list of compliance officers who can receive your complaints and inquiries can be found below

### Summit Public Schools Compliance Officers

The Board of Directors designates the Executive Director of each of Summit Public School: Atlas, Summit Public School: Olympus, and Summit Public School: Sierra as the Compliance Officer for their respective school site to receive and investigate complaints and ensure SPS's compliance with the law. The compliance officers will participate in at least one mandatory training opportunity offered by OSPI. The Executive Directors of each school are listed below:

Summit Public School	Compliance Officer*	Contact Information
Sierra	Executive Director	1025 S. King Street Seattle, WA 98104 Phone: 206-453-2520 Email: <a href="mailto:sierra@summitps.org">sierra@summitps.org</a>
Olympus	<b>Tiffany Reynolds</b> , Executive Director	409 Puyallup Tacoma, WA 98421 Phone: 253-444-9781 Email: <a href="mailto:treynolds@summitps.org">treynolds@summitps.org</a>
Atlas	Andrea Klein Executive Director	9601 35th Ave SW Seattle, WA 98126 Phone: 253-987-1535 Email: <a href="mailto:aklein@summitps.org">aklein@summitps.org</a>

\* The list of Executive Directors as of August 1, 2021.

### Summit Public Schools Home Office Compliance Officer

Site	Compliance Officer / Contact Information
Summit Public Schools Home Office	Keith Cantrelle (Conflict Resolution Advisor) Summit Public Schools

## Summit Public Schools Washington

	780 Broadway Redwood City, CA 94063 kcantrelle@summitps.org Phone: (650) 257-9880 Fax: (650) 517-8356
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The Chief of Schools or Superintendent shall ensure that Summit employees designated to investigate complaints are knowledgeable about laws and programs for which they are responsible. Such employees may have access to legal counsel as determined by the Superintendent or designee.

### ADDITIONAL RESOURCES

The following resources provide additional information about recognizing, preventing, investigating, and resolving acts of discrimination, harassment, intimidation, and bullying:

- [Harassment, Intimidation, and Bullying](#) (Washington Office of Superintendent of Public Instruction)
- [Prohibition of Harassment, Intimidation, and Bullying \(including Cyberbullying\)](#) (Washington State School Directors Association)
- [Bullying and Harassment](#) (United States Department of Education)
- [Stopbullying.gov](#) (United States Department of Health and Human Services)