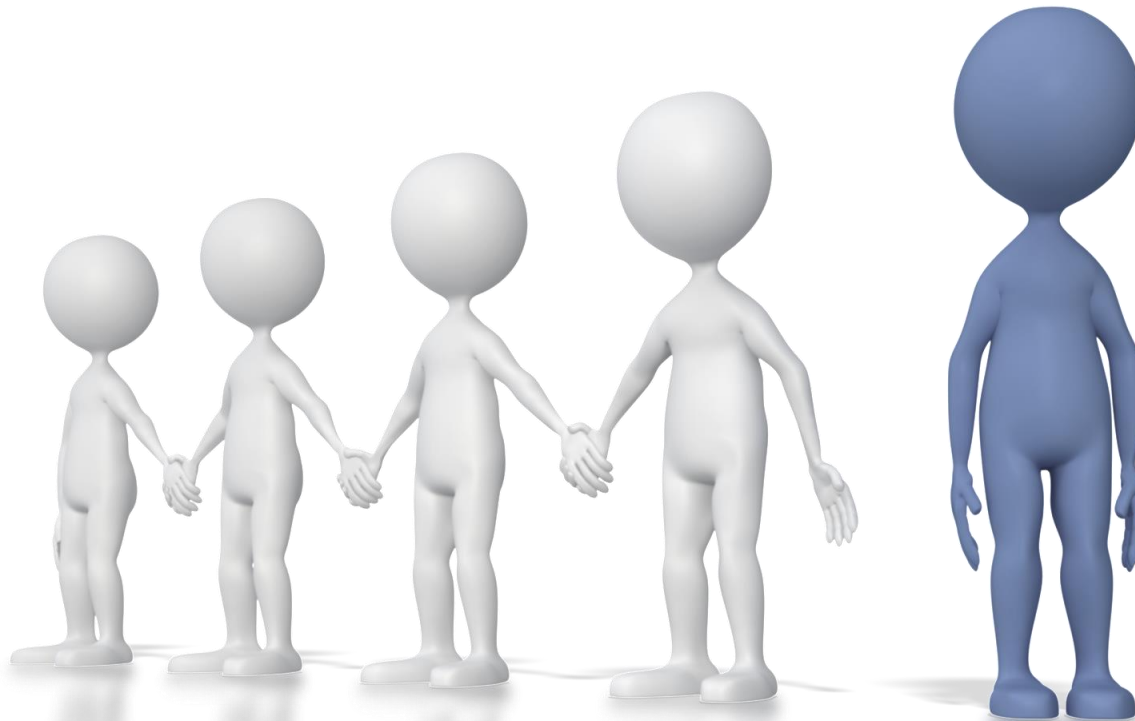


HARASSMENT, INTIMIDATION, & BULLYING (HIB)



HIB Policy and Procedure

- Board Policy 3207
- Procedure 3207P
- Everyone should know the requirements

Staff Obligated to Respond to HIB

- “Staff” defined broadly to include:
 - Employees
 - Contractors
 - Volunteers

Definition of HIB (only need one)

- (a) Physically harms student or property;
- (b) substantial interference with student's education;
- (c) Is so severe, persistent, or pervasive that creates intimidating or threatening educational environment;
- (d) Has the effect of substantially disrupting orderly operation of school

HIB may take Many Forms

- Slurs, rumors, or jokes
- Demeaning comments
- Drawings or cartoons
- Pranks or gestures
- Physical attacks or threats
- Messages or images
- HIB behaviors may also violate other parts of student code of conduct

Active Response to HIB

- All staff must intervene when aware of HIB
- Students may report HIB to any staff member
- Staff shall attempt to resolve any HIB incident immediately
 - Verbal direction & separate students
 - Enlist aid as appropriate
 - Report to principal
 - Incident Reporting Form

3207 HIB Definition is Broad

- Conflict is not necessarily HIB
- HOWEVER before dismissing something as not HIB, ask:
 - Does involved student appear distressed?
 - Is this something that should be investigated?
 - Do I feel incident is not resolved between the students (i.e. continuing conflict or harm)?
- If yes, fill out or refer them to Incident Reporting Form online

Social Media Can Be HIB

- Posting mean things
- Pretending to be someone
- Telling everyone to ignore someone
- Sharing confidential stuff
- Sending mean things over and over
- **DEPENDS ON IMPACT ON CAMPUS**
- Report any concerns

Need for Follow Up?

- If a HIB incident can't be resolved, or
- If it is severe or persistent, or
- If a staff member is unclear about whether or not it warrants additional attention, then
- **Incident Reporting Form should be completed**

Helping with Reporting

- Every staff member should be able to receive an Incident Reporting Form or help a student fill one out
- Know where they are:
 - Main office
 - Online reporting form
 - Have some to provide



Harassment Intimidation and Bullying

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Harassment Intimidation and Bullying

The North Kitsap School District is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and community members that is free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentionally written message (or image including those that are transmitted), verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability or other distinguishing characteristics when the act physically harms a student or damages the student's property; has the effect of substantially interfering with a student's education; is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or has the effect of substantially disrupting the orderly operation of school.

If your child feels he/she has been harassed or bullied, the incident(s) should be reported immediately to a teacher, counselor, or principal. The complete text of District Policy 3207 "Prohibition of Harassment, Intimidation and Bullying" can be obtained at any school, or located at www.nkschools.org, "Our District", "Policies", "3000 Policies". North Kitsap School District's Harassment, Intimidation and Bullying Compliance Officer is Michael Olsen, Director of Student Support, molsen@nkschools.org, and (360) 396-3093. North Kitsap School District's Title IX Compliance Officer is Chris Willits, Assistant Superintendent, cwillits@nkschools.org and (360) 396-3003.

[Prohibition of Harassment, Intimidation and Bullying Policy 3207, Procedure 3207P and Incident Reporting Form.](#)

Investigation

- School administrator will do investigation
- There are timeline requirements under 3207P
- Incident Reporting Form should also be sent to Compliance Officer: Jeff Sweeney
- Results of investigation will be provided to involved parents in writing or in person

Avoid Retaliation

- Be watchful of how a student who has reported HIB is doing emotionally, socially, and academically
- Others can engage in HIB in response to a report on a peer's behalf
- If staff have concerns they should share them with the principal

Some Issues Represent Communication Breakdown

- Parents feel concerns about their student unaddressed issues
- Does not mean concerns are always legitimate
- May not feel they are being heard or supported

3207 Includes HIB involving Staff

- Staff can be reported for HIB against students under 3207
- Students cannot be reported for HIB against staff
 - If staff have concerns over mistreatment, contact principal

Reporting Helps Everyone

- All unresolved, persistent or severe HIB incidents are to be reported
- Can be anonymous or confidential for reporting student
- Should be delivered to Principal or Counselor
- Can be verbal or hard copy

Mandatory Child Abuse Reporting (RCW 26.44.030)

- Determine reasonable cause to believe child abuse or neglect has occurred
- Must immediately report to CPS or police
- If not, must then report within 48 hours
- May apply in instances of HIB (physical abuse of a student by another student)

Questions??