

## **NOTIFICATION OF THREATS OF VIOLENCE OR HARM**

Students and school employees who are subjects of threats of violence or harm will be notified of the threats in a timely manner. Parents shall be included in notifications to students who are subjects of threats of violence or harm. If there is a specific threat to the health or safety of a student or other individuals, the district may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act (FERPA), other legal limitations, and the circumstances.

Individual-directed threats of violence or harm are communications that create fear of physical harm to a specific individual or individuals, communicated directly or indirectly by any means.

Building-directed threats of violence or harm are direct or indirect communications by any means of the intent to cause damage to a school building or school property (e.g., bomb threats), or to harm students, employees, volunteers, community members or visitors.

The district will address threats of violence or harm in a manner consistent with the district's safety policies and comprehensive safe school plans.

Persons found to have made threats of violence or harm against district property, students, employees, or others will be subject to relevant district discipline policies and will be referred to appropriate community agencies including law enforcement and mental health services. District staff shall work with in-district and community-based professionals and services in all relevant disciplines to address threats of violence or harm, those threatened and those making the threats. Necessary information about the person making the threat will be communicated by the principal to teachers and staff, including security personnel.

State law provides the district, school district directors and district staff with immunity from liability for providing notice of threats in good faith. Persons who make a knowingly false notification of a threat are subject to appropriate district discipline policies and may be referred for prosecution.

The superintendent is directed to develop and implement procedures consistent with this policy.

Cross References:

- 6513 - Workplace Violence Prevention
- 5281 - Disciplinary Action and Discharge
- 3240 - Student Conduct Expectations and Reasonable Sanctions
- 3241 - Classroom Management, Discipline and Corrective Action
- 3207 - Prohibition of Harassment, Intimidation and Bullying
- 3143 – District Notification of Juvenile Offenders
- 2162 - Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973
- 2161 - Special Education and Related Services for Eligible Students

- Legal References:                   RCW 28A.320.128 Notice and disclosure policies — Threats of violence — Student conduct — Immunity for good faith notice — Penalty  
  WAC 392-400 Pupils  
  20 U.S.C. 1232g Family Educational Rights and Privacy Act  
  34 C.F.R. Part 99 FERPA Regulations
- Management Resources:           Policy & Legal News 2018 December Issue  
  2010 - February Issue  
  Policy News, February 2003 Threats Policy Due in September

Revised: September 12, 2019  
Revised: January 20, 2014  
Revised: February 22, 2007  
4000 Series Adopted September 11, 2003  
North Kitsap School District