

3. Harassment, Intimidation, Bullying and Threatening Behavior

- a. "Harassment, intimidation and bullying," as defined by Oklahoma Statutes, means any gesture, written or verbal expression, electronic communication (i.e., "cyber-bullying") or physical act that a reasonable person should know will harm another student, damage another student's property, place another student in reasonable fear of harm to the student's person or damage to the student's property, or insult or demean any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.
- b. "Harassment, intimidation and bullying" include, but are not limited to, gestures, written, verbal or physical acts, or electronic communications.
- c. Harassment, intimidation, bullying and threatening behavior are specifically prohibited at school and by electronic communication, whether or not such communication originated at school or with school equipment, if the communication is specifically directed at students or school personnel and concerns harassment, intimidation or bullying at school.
 - i. "Electronic communication" means the communication of any written, verbal or pictorial information by means of an electronic device, including but not limited to a telephone, cellular telephone or other wireless telecommunication device, or a computer (i.e., "cyber-bullying").
 - ii. "Threatening behavior" means any pattern of behavior or isolated action, whether or not it is directed at another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property.
 - iii. "At school" means on school grounds, in school vehicles, at designated school bus stops, at school-sponsored activities, or at school-sanctioned events.
- d. Students violating the prohibitions set forth in this policy shall be subject to any and all disciplinary measures the district deems appropriate.
- e. The procedure for investigating reported incidents of harassment, intimidation, bullying or threatening behavior is as follows:
 - i. Any student who believes he/she has been subjected to acts of harassment, intimidation or bullying as specified above shall immediately report such incident to one of the student's teachers or to the student's school principal. If reported to a teacher, the teacher shall immediately notify the school principal. Students are advised of the importance of reporting these incidents to school officials so that school officials may know about them, investigate them and take any actions deemed appropriate.
 - ii. Upon notification of such an incident by the student or student's teacher, the school principal shall investigate the incident to determine its severity and its potential to result in future violence. The alleged incident shall be documented in writing by the principal. The investigation shall be made

in a timely fashion. At the principal's discretion, the investigation may include interviews with students and/or faculty who may have knowledge of the incident; collection of documentary or other evidence relating to such incident; involvement of local/state/federal law enforcement authorities; involvement of other district officials who may be of assistance and/or guidance in the matter; and/or any other legal means by which the investigation may be facilitated.

- iii. Consideration shall be given to recommendations made by the Safe School Committee regarding the most recent and most effective methods for investigating, evaluating and responding to such matters.
- iv. When the investigation has been completed, the district shall administer any and all sanctions as deemed appropriate in light of the determination it has made regarding the incident of harassment, intimidation or bullying.
- v. Sanctions and various options for control and discipline of students which may be considered and/or implemented are set forth in the school's disciplinary policy.
- vi. In addition, the district may recommend that available community mental health care options be provided to the student, if appropriate.
- vii. Students subject to sanctions under this policy shall have due process and appeal rights as stated in the school's disciplinary policy.
- viii. At its discretion, the district may request disclosure of any information concerning students who have received mental health care relating to acts of harassment, intimidation or bullying, or the like, that indicate an explicit threat to the safety of students or school personnel, provided that the disclosure of such information is not made in violation of any federal or state law pertaining to the disclosure of confidential student information. The request for such information shall be made in writing to the party from whom it is requested. Requests for such disclosure from another district as they relate to a student of this district shall be handled accordingly.

4. Sexual Harassment

- a. This school district forbids discrimination against, or harassment of any student on the basis of sex. The Board of Education will not tolerate sexual harassment of or by any of its employees or students. This policy applies to all students and employees including non-employed volunteers whose work is subject to the control of school personnel. For purposes of this policy, sexual harassment includes, but is not limited to:
 - i. Unwanted verbal or physical sexual advances, including subtle pressure for sexual activity, touching, pinching, patting, or brushing against, comments regarding physical or personality characteristics of a sexual

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- nature, and sexually-oriented "kidding" "teasing," double meanings, and jokes.
- ii. Demeaning comments about a girl's ability to excel in a class historically considered a "boy's" subject, privately talking to a student about sexual matters, hugging or touching a student inappropriately.
 - iii. The making of graffiti which names a student or otherwise identifies a student is potentially slanderous. Graffiti of any kind will not be tolerated on school property. The superintendent is directed to cause any graffiti or unauthorized writings to be removed immediately.