

HARASSMENT/BULLYING

The Riverview School District is committed to a safe and civil educational environment for all students, employees, parent/guardians, volunteers, and patrons, and will not tolerate any harassment or bullying.

Harassment and bullying can be based on actual or perceived acts pertaining to race, color, religion, ancestry, national origin, sexual orientation, gender, gender identity, physical, sensory, or mental disability, marital status, other individual characteristics, including but not limited to socio-economic status and physical appearance, or for any other reason prohibited by law.

The district prohibits harassment and bullying defined as intentional acts, statements, or conduct that has the purpose or effect of materially or substantially interfering with an individual's educational or work performance, or creating an intimidating, hostile, or offensive educational or work environment. This may include, but is not limited to:

- Graffiti, pictures, or photographs
- Disparaging remarks about or use of demeaning, offensive, or negative terms
- Deliberate and unwelcome touching, cornering, pinching, or pulling on clothing
- Offensive jokes or teasing
- Hazing, pranks, or other intimidating behavior directed toward an individual

This policy is not intended to prohibit expression of religious, philosophical or political views, provided that the expression does not substantially disrupt the educational environment.

The district encourages administrators, faculty, staff, students, parents/guardians, volunteers, and other community members to participate in maintaining a clear expectation of civil conduct and proactive problem-solving throughout the school district. Uncivil conduct, like other forms of disruptive behavior, interferes with a student's ability to learn and a school's ability to educate its students.

Uncivil conduct covers many behaviors that do not rise to the level of harassment and bullying but are still prohibited by other district policies or building, classroom, or program rules, such as:

- Directing vulgar, obscene or profane gestures or words at another individual;
- Taunting, jeering, inciting others to taunt or jeer at an individual;
- Raising one's voice at another individual, repeatedly interrupting another individual who is speaking at an appropriate time and place;
- Imposing personal demands at times or in settings where they conflict with assigned duties and cannot reasonably be met;
- Using personal epithets, gesturing in a manner that puts another in fear for his/her personal safety;
- Invading the personal space of an individual after being directed to move away, physical blocking an individual's exit from a room or location, remaining in a classroom or school area after a teacher or administrator in authority has directed one to leave;
- Violating the privacy of another individual's belongings (except for lawful searches by school officials conducted in connection with the administration of school rules and applicable laws); or
- Other similar disruptive conduct.

False reports or retaliation for harassment and bullying constitute violations of this policy.

This policy is a component of the district's responsibility to create and maintain a safe, civil and inclusive learning community and is to be implemented in conjunction with comprehensive training of staff and volunteers, including the education of students in partnership with families and the community.

The superintendent is authorized to develop and implement procedures addressing the elements of this policy, including informal and formal complaint processes, dissemination of policy, and internal review of the policy.

Adopted: March 26, 2002

