

1 Ovando School District #11

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3 STUDENTS

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5 Bullying/Harassment/Intimidation/Hazing

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7 The Board will strive to provide a positive and productive learning and working environment. Bullying,  
8 harassment, intimidation, or hazing, by students, staff, or third parties, is strictly prohibited and shall not  
9 be tolerated. This includes bullying, harassment, or intimidation via electronic communication devices  
10 (“cyberbullying”).

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12 Definitions

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14 1. “Third parties” include but are not limited to coaches, school volunteers, parents, school visitors,  
15 service contractors or others engaged in District business, such as employees of businesses or  
16 organizations participating in cooperative work programs with the District, and others not directly  
17 subject to District control at inter-district and intra-District athletic competitions or other school  
18 events.

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20 2. “District” includes District facilities, District premises, and non-District property if the student or  
21 employee is at any District-sponsored, District-approved, or District-related activity or function,  
22 such as field trips or athletic events, where students are under the control of the District or where  
23 the employee is engaged in District business.

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25 3. “Hazing” includes but is not limited to any act that recklessly or intentionally endangers the mental or  
26 physical health or safety of a student for the purpose of initiation or as a condition or precondition  
27 of attaining membership in or affiliation with any District-sponsored activity or grade-level  
28 attainment, including but not limited to forced consumption of any drink, alcoholic beverage,  
29 drug, or controlled substance, forced exposure to the elements, forced prolonged exclusion from  
30 social contact, sleep deprivation, or any other forced activity that could adversely affect the  
31 mental or physical health or safety of a student; requires, encourages, authorizes, or permits  
32 another to be subject to wearing or carrying any obscene or physically burdensome article,  
33 assignment of pranks to be performed, or other such activities intended to degrade or humiliate.

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35 4. “Harassment, intimidation, or bullying” means any act that substantially interferes with a student’s  
36 educational benefits, opportunities, or performance, that takes place on or immediately adjacent  
37 to school grounds, at any school-sponsored activity, on school-provided transportation, at any  
38 official school bus stop, or anywhere conduct may reasonably be considered to be a threat or an  
39 attempted intimidation of a student or staff member or an interference with school purposes or an  
40 educational function, and that has the effect of:

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a. Physically harming a student or damaging a student’s property;

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b. Knowingly placing a student in reasonable fear of physical harm to the student or  
43 damage to the student’s property.

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c. Creating a hostile educational environment.

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“Electronic communication device” means any mode of electronic communication, including but not limited to computers, cell phones, PDAs, or the internet.

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7Reporting

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9All complaints about behavior that may violate this policy shall be promptly investigated. Any  
10student, employee, or third party who has knowledge of conduct in violation of this policy or feels he/she  
11has been a victim of hazing, harassment, intimidation, or bullying in violation of this policy is encouraged  
12to immediately report his/her concerns to the building principal or the District Administrator, who have  
13overall responsibility for such investigations. A student may also report concerns to a teacher or  
14counselor, who will be responsible for notifying the appropriate District official. Complaints against the  
15building principal shall be filed with the Superintendent. Complaints against the Superintendent or  
16District Administrator shall be filed with the Board.

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18The complainant shall be notified of the findings of the investigation and, as appropriate, that remedial  
19action has been taken.

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21Responsibilities

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23The District Administrator shall be responsible for ensuring notice of this policy is provided to students,  
24staff, and third parties and for the development of administrative regulations, including reporting and  
25investigative procedures, as needed.

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27Consequences

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29Students whose behavior is found to be in violation of this policy will be subject to discipline up to and  
30including expulsion. Staff whose behavior is found to be in violation of this policy will be subject to  
31discipline up to and including dismissal. Third parties whose behavior is found to be in violation of this  
32policy shall be subject to appropriate sanctions as determined and imposed by the District Administrator  
33or the Board. Individuals may also be referred to law enforcement officials.

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35Retaliation and Reprisal

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37Retaliation is prohibited against any person who reports or is thought to have reported a violation, files a  
38complaint, or otherwise participates in an investigation or inquiry. Such retaliation shall be considered a  
39serious violation of Board policy, whether or not a complaint is substantiated. False charges shall also be  
40regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

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43Cross Reference: 3225F Harassment Reporting Form for Students

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45Legal Reference: 10.55.701(1)(g), ARM Board of Trustees

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10.55.801(1)(d), ARM School Climate

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48Policy History:

49Adopted on: March 10, 2014

50Reviewed on: February 10, 2014

51Revised on: February 10, 2014