

# **VOLUNTEER**

**Information**

**and**

**Application**

**Packet**



**Volunteer Applications Required Each School Year**



Dear Potential Sultan School District Volunteer,

Thank you for your interest in joining our team. One of my favorite quotes about volunteers is that, “**Volunteers don't get paid, not because they're worthless, but because they're priceless**”. All of us at the Sultan School District appreciate your generous gift of time and attention to helping our children learn. **In the Sultan School District we define a volunteer as a person who has prearranged with a school or teacher to donate his/her time to the classroom or activity without getting paid.**

As with most things in life, there is a bit of paperwork and training to get started. The information following is as much for your safety as well as for the safety and well-being of our students. Volunteers are a precious resource. We want your experience to benefit the children who attend Sultan schools and to present no unintended challenges to you. Most of this information is just good common sense but some wording is required specifically by law so please let us know if anything appears unclear or confusing.

Thank you again for making time for our students. I look forward to seeing you in our schools!

Sincerely,

Dan Chaplik  
Superintendent

## Sultan School District #311 Volunteer Application Procedures

**1. All volunteers, with the exception of visitors and one-time volunteers who remain at school, must complete a volunteer application packet which includes the following:**

- Volunteer Application
- Volunteer Statements affirming understanding of : Confidentiality, Discrimination and Prohibiting Harassment, Intimidation and Bullying laws and procedures
- Volunteer Criminal History Disclosure/WSP Criminal History Background Check
- Volunteer Reference Check

Volunteers who accompany students off-campus must complete a packet as noted above (see No. 3 below). In addition, all volunteers, 14 years of age and older, must complete a packet (e.g., high school student mentors or other students who will be more than a one-time volunteer in a school).

**2. One-Time volunteers** must at a minimum have a WSP Criminal History background check complete.

**3. Volunteer application packets must be renewed each year.**

Volunteer interests, availability and emergency contact information may change from year to year and should be current at each site where a volunteer works. The Washington State Patrol

(WSP) screening may be done annually or every other year. Some schools find it easier to WSP screen each applicant annually when they receive the volunteer application packet.

**4. Visitors and one-time volunteers do not need to complete an application UNLESS they accompany students off campus (field trips).**

One-time volunteers and visitors who remain under the direct supervision of teachers and staff while at school DO NOT need to complete the application packet. These volunteers should not be left alone with or have unsupervised contact with individual or groups of students. Examples of one-time volunteers: grandparent visiting a classroom; person presenting information to the class on a one-time basis; parents, friends or relatives who attend a class party or one-time event in the classroom.

Any volunteers accompanying students off campus, however, must complete a volunteer packet including WSP screening prior to the field trip. Volunteers on field trips are more likely to be alone with students, take students in small groups, and are responsible at a different level than at school. District staff who work at the school participating in the field trip do not need to complete a volunteer packet. However, staff accompanying students on a field trip for a site other than where they work should complete a packet, including WSP screening, so that emergency contact and other information is readily available.

**5. District employees who volunteer at a site other than where they normally work should complete a volunteer application.**

This assures that the school where a staff is a volunteer has current information including emergency contact information and a recent WSP screening.

**6. A copy of the volunteer packet must be on file at each school.**

A school receiving a volunteer's application packet should send a copy of the packet, including the results of the WSP screening to each school where an individual plans to volunteer.

**7. All volunteers, including one-time volunteers and visitors must:**

- Sign in and out at their school/site location.
- Wear identification badges during their volunteer activity or experience.
- Acknowledge that "relationships developed with children at school need to remain at school" and that, for their own protection, "volunteers should never be left alone with a child that is out of view of school personnel or another adult volunteer."

**8. Volunteer drivers:**

Persons who drive a district vehicle as a component of their volunteer service must have a Driving Abstract on file with the Transportation Department and provide a copy of a valid Washington State driver's license. Volunteer drivers are required to take the course "SafeSchools Driving". A valid First Aid /CPR card must also be on file. Driving abstracts must be applied for a minimum of 10 days in advance and can be obtained by calling 360 793-9820 x 120.

# Sultan School District #311

## Volunteer Application

**Copy of Volunteer Application must be on file at each school where volunteer is assigned.**

**Volunteer Name** \_\_\_\_\_ **Home Phone** \_\_\_\_\_  
**Address** \_\_\_\_\_ **Work Phone** \_\_\_\_\_  
**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_ **Cell Phone** \_\_\_\_\_  
**Email** \_\_\_\_\_

Please list all students, teachers and schools where you plan to volunteer. Include student last name if different than your own. A copy of this application will be sent to each school indicated below.

<i>student name</i>	<i>teacher</i>	<i>school</i>
<i>student name</i>	<i>teacher</i>	<i>school</i>
<i>student name</i>	<i>teacher</i>	<i>school</i>
<i>student name</i>	<i>teacher</i>	<i>school</i>

Name of person to contact in the event of an emergency \_\_\_\_\_

Relationship to you \_\_\_\_\_ Daytime telephone number \_\_\_\_\_

Name of regular physician \_\_\_\_\_ Phone number \_\_\_\_\_

Please describe special medical conditions (allergies, etc.) or special accommodations you have: \_\_\_\_\_  
 \_\_\_\_\_

**Availability:** Please write in your preferred hours and days below:

Monday		Tuesday		Wednesday		Thursday		Friday	
AM	PM	AM	PM	AM	PM	AM	PM	AM	PM

**Placement Information:** The following information will allow us to match your expertise, interest, and skills with staff requests for volunteers. It will also assist us in recognizing your volunteer efforts.

Location Preference \_\_\_\_\_ Grade Level(s) Preferred \_\_\_\_\_

Please indicate below (/) which category(s) you prefer as a volunteer:

- |  |                                   |                                    |
|--|-----------------------------------|------------------------------------|
| _____ Classroom volunteer – subject(s) preferred _____ | _____ Special events _____        | _____ Office support _____         |
| _____ Art docent _____                                 | _____ Mentor _____                | _____ Library _____                |
| _____ Science Docent _____                             | _____ Tutor including ESL _____   | _____ Career path consultant _____ |
| _____ Technology Docent/Intern _____                   | _____ Enrichment activities _____ | _____ Special education _____      |
| _____ Playground _____                                 | _____ Lunch room _____            | _____ Other _____                  |
| _____ Clerical, list skills below _____                |                                   |                                    |

Clerical Skills/Experience \_\_\_\_\_

I wish to serve on a school/site committee (specify if known) \_\_\_\_\_

Bilingual: Yes \_\_\_\_\_ No \_\_\_\_\_ Language(s) \_\_\_\_\_

First Aid Card Expiration Date \_\_\_\_\_ CPR Card Expiration Date \_\_\_\_\_



## Legal Notices

### Non-Discrimination Policy

The Sultan School District does not discriminate on the basis of race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding non-discrimination may be directed to: Dan Baller, Title IX Affirmative Action Compliance Officer and Robin Briganti, ADA, Section 504 Coordinator. Both are located at 514 4th Street, Sultan, WA and may be contacted at (360) 793-9800. The Sultan School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact Robin Briganti.

### Prohibition of Harassment, Intimidation and Bullying

"Harassment, intimidation or bullying" means any intentionally written message or image including those that are electronically 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. The district is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and patrons, that is free from harassment, intimidation or bullying. To report harassment or bullying, please contact Dan Baller at 360-793-9800 or file an anonymous report via SafeSchools.

### Sexual Harassment Policy

#### **Sexual harassment is unwelcome behavior or communication that is sexual in nature when:**

A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, **or** The conduct substantially interferes with a student's educational performance, or creates an intimidating or hostile educational or employment environment.

#### **Examples of Sexual Harassment:**

Pressuring a person for sexual favors, unwelcome touching of a sexual nature, writing graffiti of a sexual nature, distributing sexually explicit texts, e-mails, or pictures, making sexual jokes, rumors, or suggestive remarks, physical violence, including rape and sexual assault

#### **How do I report sexual harassment?**

You can report sexual harassment to any school staff member or to the district's Title IX Officer: Dan Baller, (360)793-9800; 514 4th Street, Sultan, WA 98294.

Sultan School District #311  
**Volunteer Statement Affirming Understanding**

I understand that information regarding students, families, staff, and the district may be confidential in nature and that as a volunteer for the Sultan School District I will...

- respect the confidential nature of any verbal or written communication I receive regarding students, families, staff, and the organization and keep personal information confidential at school and after I leave school.
- be discreet in any verbal communication by not discussing students, staff, or families in front of others.
- immediately report directly to the principal or site administrator any information disclosed to me concerning a child's safety.
- make reasonable efforts to assure that each student is protected from harassment or discrimination and I will not harass nor discriminate against any student, staff member or volunteer on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background.

I also understand that relationships developed with children at school should remain at school and that for the protection of both the student, staff and volunteer, volunteers should not be left alone with a child that is out of view of school personnel or another adult volunteer.

**Volunteers are also reminded that permission to communicate with a student outside the regular school day must be granted by the student's parent/guardian; the Sultan School District cannot and will not grant this permission.**

I acknowledge receipt of School Board policy and procedure 5325, Prohibition of Harassment, Intimidation and Bullying. I understand it is my responsibility to read and understand all materials provided to me. I further understand that by law I am a mandatory reporter and agree to comply with all district, state and federal laws.

If I have questions regarding any of the materials provided I understand I am to contact Dan Baller, Compliance Officer.

Signature \_\_\_\_\_

Print \_\_\_\_\_

Date \_\_\_\_\_

SULTAN SCHOOL DISTRICT #311

**Volunteer Criminal History Disclosure  
Washington State Patrol Criminal History Background Check**

Copy of Washington State Patrol Criminal History Background Report to be on file at each school where volunteer is assigned.

In accordance with RCW 43.43 (Child/Adult Abuse Information Act), all prospective volunteers are required to complete this disclosure form.

Answer **YES** or **NO** to each item below. If the answer is YES to any item, please explain in the area provided or and/or on the reverse of this form, indicating the charge or finding, the date, and the court(s) involved:

1. Have you ever been convicted of any crime against children or other persons as listed in RCW 43.43.830;  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

2. Have you ever been convicted of crimes relating to financial exploitation if the victim was a vulnerable adult;  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

3. Have you ever been found in any dependency action under RCW 13.34.040 to have sexually assaulted or exploited any minor or to have physically abused any minor;  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

4. Have you ever been found by a court in a domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor;  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

5. Have you ever been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor or developmentally disabled person or to have abused or financially exploited any vulnerable adult; or  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

6. Have you ever been found by a court in a protection proceeding under Chapter 74.34 RCW, to have abused or financially exploited a vulnerable adult?  
Answer \_\_\_\_\_ If "YES," explain \_\_\_\_\_

**A WSP criminal history background check (limited to crimes against persons) is required for all volunteers who have unsupervised access to children and/or vulnerable adults (RCW 43.43.830-845). The following information will be use to conduct the search. Please enter your legal name and birth date (mm/dd/yyyy). Secondary dissemination of criminal history record information is prohibited unless in compliance with RCW 10.97.050.**

<i>Legal First Name (print)</i>	<i>Legal Middle Name (print)</i>	<i>Legal Last Name (print)</i>			
<i>Alias or Other Last Names / Maiden Name</i>		<i>Date of Birth</i>			
		<i>D Male</i>	<i>mm</i>	<i>dd</i>	<i>yyyy</i>
		<i>D Female</i>			

Pursuant to RCW 9A.72.085, I certify under penalty of perjury, under the laws of the State of Washington, that the foregoing is true and correct.

**Volunteer Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

SULTAN SCHOOL DISTRICT #311

**Volunteer Reference Check**

Volunteer Name: \_\_\_\_\_

**Please provide the name, address, and phone number of three persons that can attest to your character and commitment as a volunteer in the Sultan School District.**

**Name** \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Relationship to you \_\_\_\_\_

**Name** \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Relationship to you \_\_\_\_\_

**Name** \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Relationship to you \_\_\_\_\_



**Sultan School District**  
**Personnel**  
**BOARD POLICY 5630**

The Sultan School District recognizes the valuable contribution made to the total school program through the volunteer assistance of parents and other citizens. In working with volunteers, district staff shall clearly explain the volunteer's responsibility for supervising students in school, on the playground and on field trips. On field trips both students and volunteers are to be informed of the rules of student behavior and the means by which they are to be held accountable to those rules.

The superintendent shall be responsible for developing and implementing procedures for the utilization of Volunteers.

Volunteer Screening Requirements

1. Application
2. Volunteer Statement Affirming Understanding of: Confidentiality, Discrimination and Prohibiting Harassment, Intimidation and Bullying laws and procedures
3. Criminal History Disclosure Form
4. Washington State Patrol Criminal History Background Check
5. Reference Check Form

The building principal or any other designated administrative staff member shall be involved in the recruitment of volunteers and shall make final approval of any volunteer serving in his/her building.

At the superintendent's discretion, volunteers may be asked to submit a full FBI fingerprint check based on extenuating circumstances and/or reasonable suspicion as related to RCW 43.43.830. If required, the FBI fingerprint check will be at district expense.

*The superintendent shall develop guidelines and procedures to implement the provisions of this policy.*

References:  
RCW 43.43.830

## RCW 43.43.830

### Background checks -- Access to **children** or vulnerable persons – Selected Definitions.

(b) Any prospective volunteer who will have regularly scheduled unsupervised access to **children** under sixteen years of age, developmentally disabled persons, or vulnerable adults during the course of his or her employment or involvement with the business or organization under circumstances where such access will or may involve groups of (i) five or fewer **children** under twelve years of age, (ii) three or fewer **children** between twelve and sixteen years of age, (iii) developmentally disabled persons, or (iv) vulnerable adults.

(5) "Crime **against children** or other persons" means a conviction of any of the following offenses:

Aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree assault of a child; first, second, or third degree rape; first, second, or third degree rape of a child; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; child abuse or neglect as defined in [RCW 26.44.020](#); first or second degree custodial interference; first or second degree custodial sexual misconduct; malicious harassment; first, second, or third degree child molestation; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of child abuse restraining order; child buying or selling; prostitution; felony indecent exposure; criminal abandonment; or any of these **crimes** as they may be renamed in the future.

(6) "**Crimes** relating to drugs" means a conviction of a crime to manufacture, delivery, or possession with intent to manufacture or deliver a controlled substance.

(7) "**Crimes** relating to financial exploitation" means a conviction for first, second, or third degree extortion; first, second, or third degree theft; first or second-degree robbery; forgery; or any of these **crimes** as they may be renamed in the future.

(9) "Unsupervised" means not in the presence of:

(a) Another employee or volunteer from the same business or organization as the applicant; or

(b) Any relative or guardian of any of the **children** or developmentally disabled persons or vulnerable adults to which the applicant has access during the course of his or her employment or involvement with the business or organization.

Sultan School District  
**School/Site Volunteer Checklist**  
(District Use Only - Optional)

Name \_\_\_\_\_

Address \_\_\_\_\_ Home Phone \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Work Phone \_\_\_\_\_

School/Site (please circle):

SES   GBE   SMS   SHS   CVA   DISTRICT OFFICE

Other \_\_\_\_\_

Application Form received \_\_\_\_\_

Criminal History Disclosure Form received \_\_\_\_\_

Statement of Understanding received \_\_\_\_\_

WSP Criminal History Background Check (print and save report for file)

Date WSP WATCH report run \_\_\_\_\_

Approved/denied \_\_\_\_\_

Date copy mailed/sent to volunteer \_\_\_\_\_

Reference Check completed \_\_\_\_\_

Safe Schools Training Completed \_\_\_\_\_ (Date)

Assignment and/or job description

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Comments \_\_\_\_\_

\_\_\_\_\_

## Harassment Intimidation and Bullying Training

# How does Bullying differ from other forms of conflict?

### **Other Conflict/ Fighting \***

**Between friends/equals/peers**  
**Spontaneous/occasional**  
**Accidental/not planned**  
**No serious or lasting harm**  
**Equal emotional reaction**  
**Not for domination/control**  
**Often a sense of remorse**  
**May try to solve problem**

### **Bullying \***

**Not friends/imbalance of power**  
**Repeated over time**  
**Intentional**  
**Physical/emotional harm**  
**Unequal emotional reaction**  
**Seeking control/possession**  
**No remorse-blames target**  
**No effort to solve problem**

- ✓ Please remember that specifics will vary with each incident.
- ✓ Actions on either side of this chart may result in discipline.

**Certain volunteer positions with the Sultan School District, such as coaching and attending overnight trips will require volunteers to complete a series of online trainings called Safe Schools. If required for your volunteer position, the training needs to be completed prior to working with students.**

**The login for Safe Schools is <http://sultan.wa.safeschools.com/login>**

Contact Human resources at 360-793-9801 x 115 for information regarding completing your required Safe Schools training.

**SULTAN SCHOOL DISTRICT NO. 311  
HARASSMENT INTIMIDATION OR BULLYING (HIB)  
INCIDENT REPORTING FORM (Students)**

**Reporting person** (optional): \_\_\_\_\_

**Targeted student:** \_\_\_\_\_

**Your email address** (optional): \_\_\_\_\_

**Your phone number** (optional): \_\_\_\_\_ **Today's date:** \_\_\_\_\_

**Name of school adult you've already contacted** (if any): \_\_\_\_\_

**Name(s) of bullies** (if known):  
\_\_\_\_\_

**On what dates did the incident(s) happen** (if known):  
\_\_\_\_\_

**Where did the incident happen?** Circle all that apply.

Classroom	Hallway	Restroom	Playground	Locker room	Lunchroom	Sport field
Parking lot	School bus	Internet	Cell phone	During a school activity		Off school property
	On the way to/from school					

Other (Please describe.) \_\_\_\_\_

**Please check the box that best describes what the bully did. Please choose all that apply.**

- Hitting, kicking, shoving, spitting, hair pulling or throwing something at the student
- Getting another person to hit or harm the student
- Teasing, name calling, making critical remarks or threatening in person, by phone, by e-mail, etc.
- Putting the student down and making the student a target of jokes
- Making rude and/or threatening gestures
- Excluding or rejecting the student
- Making the student fearful, demanding money or exploiting
- Spreading harmful rumors or gossip
- Cyber bullying (bullying by calling, texting, emailing, web posting, etc.)
- Other

**If you select other, please describe:** \_\_\_\_\_

**Why do you think the harassment, intimidation or bullying occurred?**

\_\_\_\_\_

Were there any witnesses?  Yes  No If yes, please provide their names:

---

---

Did a physical injury result from this incident? If yes, please describe.

---

Was the target absent from school as a result of the incident?  Yes  No If yes, please describe

---

Is there any additional information?

---

---

Thank you for reporting!

-----For Office Use-----

Received by: \_\_\_\_\_

Date received: \_\_\_\_\_

Action taken: \_\_\_\_\_

Parent/guardian contacted: \_\_\_\_\_

Circle one: Resolved Unresolved

Referred to: \_\_\_\_\_

**Sultan School District**  
**STUDENTS**

BOARD POLICY 3207

**PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING**

The district is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and patrons; that is free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentionally written message or image including those that are electronically 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 an 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.
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

“Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight.

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

**Behaviors/Expressions**

Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images. 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. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules.

**Training**

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful and inclusive learning community and shall be implemented in conjunction with comprehensive training of staff and volunteers

**Prevention**

The district will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the district will seek partnerships with families, law enforcement and other community agencies.

**Interventions**

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

**Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, and

bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.  
Compliance Officer

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district.

The superintendent is authorized to direct the implementation of procedures addressing the elements of this policy.

Cross References:	Policy 3200	Rights and Responsibilities
	Policy 3210	Nondiscrimination
	Policy 3240	Student Conduct
	Policy 3241	Classroom Management, Corrective Action and Punishment
	Policy 6590	Sexual Harassment
Legal Reference:	RCW 28A.300.285	Harassment, intimidation and bullying prevention policies
Management Resources:	<i>Policy News</i> , December 2010	Harassment, Intimidation and Bullying Policy Strengthened
	<i>Policy News</i> , April 2008	Cyberbullying Policy Required
	<i>Policy News</i> , April 2002	Legislature Passes and Anti-Bullying Bill
Adoption Date:	July 28, 2003	
School District Name:	Sultan School District	
Revised:	7/2008; 2/22/11	
Classification:	Essential	

## **Procedure No 3207P Prohibition of Harassment, Intimidation and Bullying**

### **A. Introduction**

Sultan School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics.

Any school staff who observes, overhears, or otherwise witnesses harassment, intimidation or bullying or to whom such actions have been reported must take prompt and appropriate action to stop the harassment and to prevent its reoccurrence.

### **B. Definitions**

**Aggressor** is a student, staff member, or other member of the school community who engages in the harassment, intimidation or bullying of a student.

**Harassment, intimidation or bullying** is an intentional electronic, written, verbal, or physical act that:



- 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.
- Has the effect of substantially disrupting the orderly operation of the school.

Conduct that is “substantially interfering with a student’s education” will be determined by considering a targeted student’s grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators.

Conduct that may rise to the level of harassment, intimidation and bullying may take many forms, including, but not limited to: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks or threats, gestures, or acts relating to an individual or group whether electronic, written, oral, or physically transmitted messages or images. There is no requirement that the targeted student actually possess the characteristic that is the basis for the harassment, intimidation or bullying.

Incident Reporting Forms may be used by students, families, or staff to report incidents of harassment, intimidation or bullying. A sample form is provided on the Office of Superintendent of Public Instruction’s (OSPI) School Safety Center website: [www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx](http://www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx).

**Retaliation** is when an aggressor harasses, intimidates, or bullies a student who has reported incidents of bullying.

**Staff** includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, classified staff, substitute and temporary teachers, volunteers, or paraprofessionals (both employees and contractors).

**Targeted Student** is a student against whom harassment, intimidation or bullying has allegedly been perpetrated.

### C. Relationship to Other Laws

This procedure applies only to RCW 28A.300.285 – Harassment, Intimidation and Bullying prevention. There are other laws and procedures to address related issues such as sexual harassment or discrimination.

At least four Washington laws may apply to harassment or discrimination:

- RCW 28A.300.285 – Harassment, Intimidation and Bullying
- RCW 28A.640.020 – Sexual Harassment
- RCW 28A.642 – Prohibition of Discrimination in Public Schools
- RCW 49.60.010 – The Law Against Discrimination

The district will ensure its compliance with all state laws regarding harassment, intimidation or bullying. Nothing in this procedure prevents a student, parent/guardian, school or district from taking action to remediate harassment or discrimination based on a person’s gender or membership in a legally protected class under local, state, or federal law.

### D. Prevention

#### 1. Dissemination

In each school and on the district’s website the district will prominently post information on reporting harassment, intimidation and bullying; the name and contact information for

making a report to a school administrator; and the name and contact information for the district compliance officer. The district's policy and procedure will be available in each school in a language that families can understand.

Annually, the superintendent will ensure that a statement summarizing the policy and procedure is provided in student, staff, volunteer, and parent handbooks, is available in school and district offices and/or hallways, or is posted on the district's website.

Additional distribution of the policy and procedure is subject to the requirements of Washington Administrative Code 392-400-226.

## **2. Education**

Annually students will receive age-appropriate information on the recognition and prevention of harassment, intimidation or bullying at student orientation sessions and on other appropriate occasions. The information will include a copy of the Incident Reporting Form or a link to a web-based form.

## **3. Training**

Staff will receive annual training on the school district's policy and procedure, including staff roles and responsibilities, how to monitor common areas and the use of the district's Incident Reporting Form.

## **4. Prevention Strategies**

The district will implement a range of prevention strategies including individual, classroom, school, and district-level approaches.

Whenever possible, the district will implement evidence-based prevention programs that are designed to increase social competency, improve school climate, and eliminate harassment, intimidation and bullying in schools.

## **E. Compliance Officer**

The district compliance officer will:

1. Serve as the district's primary contact for harassment, intimidation and bullying.
2. Provide support and assistance to the principal or designee in resolving complaints.
3. Receive copies of all Incident Reporting Forms, discipline Referral Forms, and letters to parents providing the outcomes of investigations.
4. Be familiar with the use of the student information system. The compliance officer may use this information to identify patterns of behavior and areas of concern.
5. Ensure implementation of the policy and procedure by overseeing the investigative processes, including ensuring that investigations are prompt, impartial, and thorough.
6. Assess the training needs of staff and students to ensure successful implementation throughout the district, and ensure staff receive annual fall training.
7. Provide the OSPI School Safety Center with notification of policy or procedure updates or changes on an annual basis.
8. In cases where, despite school efforts, a targeted student experiences harassment, intimidation or bullying that threatens the student's health and safety, the compliance officer will facilitate a meeting between district staff and the child's parents/guardians to develop a safety plan to protect the student. A sample student safety plan is available on the OSPI website: [www.k12.wa.us/SafetyCenter/default.aspx](http://www.k12.wa.us/SafetyCenter/default.aspx).

## **F. Staff Intervention**

All staff members shall intervene when witnessing or receiving reports of harassment, intimidation or bullying. Minor incidents that staff are able to resolve immediately, or incidents that do not meet the definition of harassment, intimidation or bullying, may require no further action under this procedure.

### **G. Filing an Incident Reporting Form**

Any student who believes he or she has been the target of unresolved, severe, or persistent harassment, intimidation or bullying, or any other person in the school community who observes or receives notice that a student has or may have been the target of unresolved, severe, or persistent harassment, intimidation or bullying may report incidents verbally or in writing to any staff member.

### **H. Addressing Bullying – Reports**

#### **Step 1: Filing an Incident Reporting Form**

In order to protect a targeted student from retaliation, a student need not reveal his identity on an Incident Reporting Form. The form may be filed anonymously, confidentially, or the student may choose to disclose his or her identity (non-confidential).

#### Status of Reporter

##### a. Anonymous

Individuals may file a report without revealing their identity. No disciplinary action will be taken against an alleged aggressor based solely on an anonymous report. Schools may identify complaint boxes or develop other methods for receiving anonymous, unsigned reports. Possible responses to an anonymous report include enhanced monitoring of specific locations at certain times of day or increased monitoring of specific students or staff. (Example: An unsigned Incident Reporting Form dropped on a teacher's desk led to the increased monitoring of the boys' locker room in 5th period.)

##### b. Confidential

Individuals may ask that their identities be kept secret from the accused and other students. Like anonymous reports, no disciplinary action will be taken against an alleged aggressor based solely on a confidential report. (Example: A student tells a playground supervisor about a classmate being bullied but asks that nobody know who reported the incident. The supervisor says, "I won't be able to punish the bullies unless you or someone else who saw it is willing to let me use their names, but I can start hanging out near the basketball court, if that would help.")

##### c. Non-confidential

Individuals may agree to file a report non-confidentially. Complainants agreeing to make their complaint non-confidential will be informed that due process requirements may require that the district release all of the information that it has regarding the complaint to any individuals involved in the incident, but that even then, information will still be restricted to those with a need to know, both during and after the investigation. The district will, however, fully implement the anti-retaliation provision of this policy and procedure to protect complainants and witnesses.

#### **Step 2: Receiving an Incident Reporting Form**

All staff are responsible for receiving oral and written reports. Whenever possible staff who initially receive an oral or written report of harassment, intimidation or bullying shall attempt to resolve the incident immediately. If the incident is resolved to the satisfaction of the parties

involved, or if the incident does not meet the definition of harassment, intimidation or bullying, no further action may be necessary under this procedure.

All reports of unresolved, severe, or persistent harassment, intimidation or bullying will be recorded on a district Incident Reporting Form and submitted to the principal or designee, unless the principal or designee is the subject of the complaint.

### **Step 3: Investigations of Unresolved, Severe, or Persistent Harassment, Intimidation and Bullying**

All reports of unresolved, severe, or persistent harassment, intimidation or bullying will be investigated with reasonable promptness. Any student may have a trusted adult with them throughout the report and investigation process.

- a. Upon receipt of the Incident Reporting Form that alleges unresolved, severe, or persistent harassment, intimidation or bullying, the school or district designee will begin the investigation. If there is potential for clear and immediate physical harm to the complainant, the district will immediately contact law enforcement and inform the parent/guardian.
- b. During the course of the investigation, the district will take reasonable measures to ensure that no further incidents of harassment, intimidation or bullying occur between the complainant and the alleged aggressor. If necessary, the district will implement a safety plan for the student(s) involved. The plan may include changing seating arrangements for the complainant and/or the alleged aggressor in the classroom, at lunch, or on the bus; identifying a staff member who will act as a safe person for the complainant; altering the alleged aggressor's schedule and access to the complainant, and other measures.
- c. Within two (2) school days after receiving the Incident Reporting Form, the school designee will notify the families of the students involved that a complaint was received and direct the families to the district's policy and procedure on harassment, intimidation and bullying.
- d. In rare cases, where after consultation with the student and appropriate staff (such as a psychologist, counselor, or social worker) the district has evidence that it would threaten the health and safety of the complainant or the alleged aggressor to involve his or her parent/guardian, the district may initially refrain from contacting the parent/guardian in its investigation of harassment, intimidation and bullying. If professional school personnel suspect that a student is subject to abuse and neglect, they must follow district policy for reporting suspected cases to Child Protective Services.
- e. The investigation shall include, at a minimum:
  - An interview with the complainant;
  - An interview with the alleged aggressor;
  - A review of any previous complaints involving either the complainant or the alleged aggressor; and
  - Interviews with other students or staff members who may have knowledge of the alleged incident.
- f. The principal or designee may determine that other steps must be taken before the investigation is complete.
- g. The investigation will be completed as soon as practical but generally no later than five (5) school days from the initial complaint or report. If more time is needed to complete an investigation, the district will provide the parent/guardian and/or the student with weekly updates.

- h. No later than two (2) school days after the investigation has been completed and submitted to the compliance officer, the principal or designee shall respond in writing or in person to the parent/guardian of the complainant and the alleged aggressor stating:
- The results of the investigation;
  - Whether the allegations were found to be factual;
  - Whether there was a violation of policy; and
  - The process for the complainant to file an appeal if the complainant disagrees with results.

Because of the legal requirement regarding the confidentiality of student records, the principal or designee may not be able to report specific information to the targeted student's parent/guardian about any disciplinary action taken unless it involves a directive that the targeted student must be aware of in order to report violations.

If a district chooses to contact the parent/guardian by letter, the letter will be mailed to the parent/guardian of the complainant and alleged aggressor by United States Postal Service with return receipt requested unless it is determined, after consultation with the student and appropriate staff (psychologist, counselor, social worker) that it could endanger the complainant or the alleged aggressor to involve his or her family. If professional school personnel suspect that a student is subject to abuse or neglect, as mandatory reporters they must follow district policy for reporting suspected cases to Child Protective Services.

If the incident cannot be resolved at the school level, the principal or designee shall request assistance from the district.

#### **Step 4: Corrective Measures for the Aggressor**

After completion of the investigation, the school or district designee will institute any corrective measures necessary. Corrective measures will be instituted as quickly as possible, but in no event more than five (5) school days after contact has been made to the families or guardians regarding the outcome of the investigation. Corrective measures that involve student discipline will be implemented according to district policy 3241, *Classroom Management, Corrective Actions or Punishment*. If the accused aggressor is appealing the imposition of discipline, the district may be prevented by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded.

If in an investigation a principal or principal's designee found that a student knowingly made a false allegation of harassment, intimidation or bullying, that student may be subject to corrective measures, including discipline.

#### **Step 5: Targeted Student's Right to Appeal**

1. If the complainant or parent/guardian is dissatisfied with the results of the investigation, they may appeal to the superintendent or his or her designee by filing a written notice of appeal within five (5) school days of receiving the written decision. The superintendent or his or her designee will review the investigative report and issue a written decision on the merits of the appeal within five (5) school days of receiving the notice of appeal.
2. If the targeted student remains dissatisfied after the initial appeal to the superintendent, the student may appeal to the school board by filing a written notice of appeal with the secretary of the school board on or before the fifth (5) school day following the date upon which the complainant received the superintendent's written decision.
3. An appeal before the school board or disciplinary appeal council must be heard on or before the tenth (10th) school day following the filing of the written notice of appeal to the school

board. The school board or disciplinary appeal council will review the record and render a written decision on the merits of the appeal on or before the fifth (5th) school day following the termination of the hearing, and shall provide a copy to all parties involved. The board or council's decision will be the final district decision.

### **Step 6: Discipline/Corrective Action**

The district will take prompt and equitable corrective measures within its authority on findings of harassment, intimidation or bullying. Depending on the severity of the conduct, corrective measures may include counseling, education, discipline, and/or referral to law enforcement.

Corrective measures for a student who commits an act of harassment, intimidation or bullying will be varied and graded according to the nature of the behavior, the developmental age of the student, or the student's history of problem behaviors and performance. Corrective measures that involve student discipline will be implemented according to district policy 3241, *Classroom Management, Corrective Actions or Punishment*.

If the conduct was of a public nature or involved groups of students or bystanders, the district should strongly consider schoolwide training or other activities to address the incident.

If staff have been found to be in violation of this policy and procedure, school districts may impose employment disciplinary action, up to and including termination. If a certificated educator is found to have committed a violation of WAC 181-87, commonly called the Code of Conduct for Professional Educators, OSPI's Office of Professional Practices may propose disciplinary action on a certificate, up to and including revocation. Contractor violations of this policy may include the loss of contracts.

### **Step 7: Support for the Targeted Student**

Persons found to have been subjected to harassment, intimidation or bullying will have appropriate district support services made available to them, and the adverse impact of the harassment on the student shall be addressed and remedied as appropriate.

#### **I. Immunity/Retaliation**

No school employee, student, or volunteer may engage in reprisal or retaliation against a targeted student, witness, or other person who brings forward information about an alleged act of harassment, intimidation or bullying. Retaliation is prohibited and will result in appropriate discipline.

#### **J. Other Resources**

Students and families should use the district's complaint and appeal procedures as a first response to allegations of harassment, intimidation and bullying. However, nothing in this procedure prevents a student, parent/guardian, school, or district from taking action to remediate discrimination or harassment based on a person's membership in a legally protected class under local, state or federal law. An harassment, intimidation or bullying complaint may also be reported to the following state or federal agencies:

- OSPI Equity and Civil Rights Office  
360.725.6162  
Email: [equity@k12.wa.us](mailto:equity@k12.wa.us)  
[www.k12.wa.us/Equity/default.aspx](http://www.k12.wa.us/Equity/default.aspx)
- Washington State Human Rights Commission  
800.233.3247  
[www.hum.wa.gov/index.html](http://www.hum.wa.gov/index.html)

- Office for Civil Rights, U.S. Department of Education, Region IX  
206.607.1600  
Email: OCR.Seattle@ed.gov  
[www.ed.gov/about/offices/list/ocr/index.html](http://www.ed.gov/about/offices/list/ocr/index.html)
- Department of Justice Community Relations Service  
877.292.3804  
[www.justice.gov/crt/](http://www.justice.gov/crt/)
- Office of the Education Ombudsman  
866.297-2597  
Email: OEOinfo@gov.wa.gov  
[www.governor.wa.gov/oeo/default.asp](http://www.governor.wa.gov/oeo/default.asp)
- OSPI Safety Center  
360.725-6044  
[www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx](http://www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx)

#### **K. Other District Policies and Procedures**

Nothing in this policy or procedure is intended to prohibit discipline or remedial action for inappropriate behaviors that do not rise to the level of harassment, intimidation or bullying as defined herein, but which are, or may be, prohibited by other district or school rules.

**Date:** 7/28/09

**Revised:** 7/08; 2/22/11